

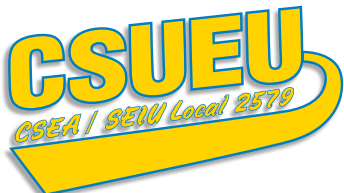
University Employee

California State University Employees Union/SEIU 2579

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Funding Mess Gets Uglier, Likely to Stay that Way



Student fee increases just part of tangled problems

By Ray Finnell, CSU Bakersfield

Sounding like a broken record, the CSU Board of Trustees voted at their November meeting to increase student fees again, with a five percent hike effective this January and another 10 percent jump this fall. The boosts are the latest in a series of moves reflecting dwindling state funding for higher education. The trustees hiked fees despite increased state support this year as well as \$106 million in federal stimulus funds.

The board cited increased operating costs, including salaries, as one of the main reasons for raising fees again. The system also is educating about 25,000 more students statewide despite state funding that is about the same as that of 2005.

In the near term, some students may see the recent increases coming back in the form of more financial aid, as the trustees earmarked some of the fee funds to offset the latest hike. However, the trustees didn't make such a promise for the fall increase. Even with the current increase, about half of undergraduate students receive enough financial aid to cover fees.

The board will seek reimbursement of the upcoming increase from the state as part of the 2011-12 budget. If the legislature and governor grant that request, students will receive a refund of the upcoming increase.

This marks the tenth increase since fall 2002; the compounded increases for full-time undergraduates since then total 242 percent. CSU campuses tallied record numbers of enrollment applications both last year and this, despite fee hikes, fewer course offerings, more students in the classes that were offered, and enrollment caps. The explanation is in part a tribute to CSUEU employees' role in the CSU. Students receive an education that is worth the hardships, and they realize that their chances of succeeding are far better if they take the risk rather than pursue the first job to come along.

"CSUEU employees contribute greatly to the quality of the CSU experience. Students are better off after earning a CSU degree."

"CSUEU employees contribute greatly to the quality of the CSU experience. Students are better off after earning a CSU degree," says CSUEU President Pat Gantt.

The state's taxpayers agree. A recent study by the Public Policy Institute of California shows that Californians have a strong belief in the quality of publicly funded higher education, plus a high level of recognition that students who enter the job market with a degree hold a distinct advantage. Those polled would rather pay a few more tax dollars than see the quality and availability

See "Funding Mess" on page 6



President's Message

From the desk of Pat Gantt, CSUEU President

As I write this article, the likely budget cut of \$500 million is sinking in hard across the CSU system. It is unclear how the system will deal with this size of cut and what all the impacts could be in the future.

No one expects positive impacts from a cut of this size, and the rest of the state agencies also will suffer sizable cuts, so pointing fingers in envy does little good. Governor Brown has taken an honest, hard-nosed approach to the budget problem and is seeking tax extensions and deep cuts.

Brown and others hope that the conversation on the state budget will open a few eyes and ears to the problems the state faces. The downturn in the world economy has most state budgets in trouble, but California has additionally managed to create many of its own problems. For instance, the repeal of vehicle license fees by Governor Schwarzenegger in 2003 has cost the state \$6 billion in revenues each year. What if we'd had those fees ongoing? Would we have the deep cuts with which we're faced now? Would the state have had to borrow money whose interest alone now comprises a significant portion of the state budget, meaning we now cannot borrow more?

During the special election proposed for this June, voters are sure to have concerns about extending existing taxes

and revenue. But the alternative of not extending them could double the size of the budget cuts, including those to the CSU.

As the state budget evolves and CSU impacts are known, the CSUEU will go to its members with information and alternatives, if there are any. In addition, we will approach the full contract bargaining table with an intense focus and resolve to present the issues and explain our interests.

It is my hope that California wakes up to the choices and also recognizes the need and value of higher education for the future of California. At some point, it will be prudent for the governor and legislature to bravely address the Master Plan for Higher Education, finding a mechanism to fund it and thereby end roller coaster budget cycles that cause universities to be funded one year and cut the next.

So, as California looks into the mirror, every voter and taxpayer needs to ask: *What kind of state do you want to live in?*

In union,

Pat Gantt

Full Contract Bargaining Opens

By Ray Finnell, CSU Bakersfield, and
Russell Kilday-Hicks, VP for Representation

The world has turned upside down since we last heard the words "full-contract bargaining" five years ago. The CSU is not what it was, nor is CSUEU. Due to falling state support, campuses are raising student fees, cutting classes and faculty, and telling staff members they cannot be afforded and/or that they must take on additional responsibilities without additional compensation.



CSUEU's contract bargaining team tries to gain the greatest good for the greatest number of represented employees

In this climate, CSUEU's bargaining team heads to the table to create a successor agreement by July 1. That's because the current agreement, available online at www.csueu.org, ends on June 30.

The state budget has an 18-month (the second half of this fiscal year plus the coming year) projected deficit of \$28 billion, more than a quarter of the total budget. Public employees are under attack both in California and nationwide in a concerted effort by the right to undermine the state worker community, the last holdout of unionism.

All these things chip away at advantages we have in bargaining. The sessions will be tough, many observe. Cutbacks, furloughs, two-tier pensions, and increased out-of-pocket health care costs have recently been inflicted on other public employees.

The last full-contract campaign was for the 2006 to 2009 contract. In 2006,

we agreed with the CSU to temporarily extend the previous agreement for what turned out to be half a year—until the new one could be bargained and ratified by the members and the CSU trustees.

In mid-2009, another time of uncertain state budgets, CSUEU secured an extension of the 2007–2009 pact for two additional years. The move proved beneficial as budgets shrank even further.

We find ourselves today on the brink of what will likely be difficult negotiation sessions. CSUEU President Pat Gantt, a veteran of several negotiation teams who has seen a wide variety of personal styles and dynamics on both sides of the table, is unsure what we can accomplish but asserts that our goals won't change.

"Every time we bargain, we try to achieve the greatest good for the greatest number of represented employees," he says.

We have seen winning arguments give us gains at the table. The 2007–09 team negotiated three years of raises, even though, due to bad budgets, we ultimately lost the 2009 increases.

Even under more favorable conditions, there are no guaranteed outcomes in bargaining. Unlike layoff mitigation bargaining, which involves management having already announced layoffs and the union trying to lessen the impact, full-contract bargaining allows both sides opportunities to state their needs and then work out some middle ground.

CSUEU is hard at work preparing for these negotiations. Bargaining Unit Council leaders met for two days of talks in Sacramento late last year. The CSUEU Board of Directors has held a number of discussions over many months. The union plans to offer opportunities to hear from members to help shape our plans, including an online survey, a phone survey, and outreach directly to the campuses.

In coming months, the bargaining team hopes to visit as many chapters as possible to talk directly to members, as engaging the members is crucial. The formula works like this: What do

See "Contract Bargaining" on page 3

Outsourcing Our Jobs



The hidden costs of privatized services to the CSU

By Steve Sloan, San Jose State University

Rich McGee, the CSUEU Unit 9 Bargaining Unit Chair, is among the many activists in our union worried about outsourcing. In addition to contracting out of major services, where work is transferred off site and in-house staff is eliminated, McGee is worried about what he calls the micro-erosion of jobs.

possibly sacrificing the security and integrity of university e-mail. These costs are often hidden from view. It is these unaccounted-for costs that make some of these savings claims seem dubious. According to Richard D. Young, in a white paper entitled *On Cost Analysis Comparisons: Government In-house Provision vs. Contracting*

“By our estimates, the state could save approximately \$350 million annually by utilizing state workers ...”

“The micro-erosion of jobs is where little bits of our workers’ jobs are taken away, and soon we have no jobs left,” said McGee. A good example occurred at San Jose State University in Spring 2009, when SJSU laid off about five percent of its CSUEU-represented university employees. At the same time, it started outsourcing its e-mail services to Google.

When the e-mail system was inhouse, CSUEU-represented employees maintained the servers and protected the security of university e-mail. A common task done by CSUEU-represented staff was password resets for users who had lost or forgotten their passwords. Many of the staff who did this were classified as Information Technology Consultants (ITCs.) These ITCs had other duties; few, if any, of them had resetting passwords as over 50 percent of their duties. None of them had campus-wide ability to reset passwords. This work was distributed. Staff reset passwords only for the employees they themselves supported.

As part of the migration to Google, the password reset function was taken away from long-time university employees and transferred to student assistants. These assistants had the ability to reset the passwords and possibly access the e-mail accounts of every student, faculty member, counselor, and staff employee at the university.

The “cost” of migration for CSU campuses was theoretically zero. But the real cost, as measured in training, lost productivity, weakened security, and support, has been far from free. In the SJSU example, the CSU system may be saving a few staff jobs and eliminating a few servers while incurring all the expenses listed above and

Out, “without clear-cut and detailed activity data and associated costs, public administrators and officials are in the dark as to the true costs of governmental services or products.”

The true cost of contracting out state workers’ jobs, when all factors are added in, has cost our state dearly. SEIU Local 1000, which represents public service workers in California State agencies, has reported, “By our estimates, the state could save approximately \$350 million annually by utilizing state workers to cut unnecessary and wasteful outsourcing in IT, medical services and architectural and engineering contracts.”

The micro-erosion of jobs is especially dangerous to us. There is language in our collective bargaining agreement offering some job protection for university workers when their jobs are eliminated due to contracting out. But it has been harder to fight the loss of our work when the work that’s being eliminated has been spread among a pool of workers. At SJSU, maybe 30 or 40 staff members were performing these functions as a percentage of their work. The work was contracted out and three workers in the classification who did the work were laid off, yet the university has argued that the contracting out had no impact to CSUEU staff.

The micro-erosion of jobs does not even have to result in layoffs to be a threat. Attrition alone can take a toll, as jobs are not refilled when the work is taken away from unionized state workers. Less staff paying into the retirement system threatens retirees as well as staff.

Not only does outsourcing take jobs out of

See “Outsourcing Our Jobs,” page 5

RACING TO THE BOTTOM:

Contracting Out Accelerates CSU’s Plunge



Opinion by Russell Kilday-Hicks, VP for Representation

As I travel up and down the state fulfilling my duties as vice president for representation—trying to save jobs from layoff, conducting steward training and supervision, engaging management in meet & confer sessions on campus policies, etc.—I tell everyone who will listen, from politicians to captive-audience airline seat mates, that the CSU system is under terrible strain. I know I don’t have to tell you that; it’s an obvious reality that we live every day.

“Disrespect of CSU employees is on the rise in countless ways.”

The worker cries of salary and career injustice are a constant background hum in the CSU, predominantly due to the same cause: our employer has lost all respect for its workforce. Some of you may say the cause is actually a lack of funding, but that is, unfortunately, the opportune excuse management uses. This problem didn’t just show up when the budget went south, but for some CSU leaders the budget crunch is a great opportunity to

push policy in directions they wanted all along. And that is exactly what we are seeing.

The disrespect is on the rise in countless ways, from

- pressure to skip breaks and lunches, and
- the “don’t bother asking for a raise” commands from managers, to
- the rising expectation that you will do more with less—including learning new skills and taking on more responsibility (because positions that your co-workers used to fill are now vacant) with no expectation of any reward for your extra efforts, and
- the blatant contracting out of our bargaining unit work to “save money.”

CSU administrators have explained that, because 85 percent of the CSU budget is in labor, the CSU has to reduce the amount spent on salaries and benefits.

But they should know (and I’m sure they do) that this is commonly where most costs are in any service industry. Unless you hire robots to teach and clean, etc. there is no other major expenditure you can have in the CSU. To provide quality service, you must invest in your workforce. (Of course, top management makes this very same argument when it comes to their salaries and benefits.)

In the past months I have been at meetings in Northridge, San Bernardino, and Cal State LA,

at which Facilities Department managers said that they have no choice but to contract out our work. Their budgets were cut, the work still needs to get done, and the only way they see to do that, following the administration line, is to lower their labor costs by sending our work out the door.

There is a rule in business that dictates you must stay ahead of the competition to survive. One strategy is to “externalize costs,” in other words, make someone else pay some of your operating costs. For example, many companies are able to make the public pay the “external” costs from detrimental affects of pollution to air and water. (This is sometimes called “lemon socialism,” where profits are private and costs are made public.)

Contracting out is just such an “external” strategy. Ironically, “externalizing” from this public agency means sending work to the private sector in many cases. But the CSU is not a business; it’s an investment in our collective future. So why are they increasing policies to reduce labor costs, and who bears the cost when the CSU “saves money” by contracting out?

First, workers directly bear the cost through reduced wages and benefits. Next, students do so through the resulting reduction in quality of services. (A double standard often exists with contracting in that the contractor

See “Race to the Bottom”, page 4

Shadow an Employee: Paul Clinton, Custodian

A first-hand view of a Sonoma night shift employee’s work

By Leanne Bowes, Sonoma State

Last December, I had the privilege to shadow one of our Unit 5 Night Custodians, Paul Clinton, a five-year Sonoma State University employee.

Paul and his wife are the parents of two young children. When the children were younger and still at home, the job’s hours afforded Paul the opportunity to spend days with them, giving them a good foundation. One now is in kindergarten, and the other attends pre-school a few days a week, giving Paul some time to sleep days but making it more difficult to see them. Night shift is a tough shift to work; I suppose it’s even tougher when you have small children. Even so, Paul makes it a priority to spend valuable time with his children, attending school functions, as he did the night I shadowed him.

One Night’s Shift

I join Paul at 11:00 p.m., the beginning of his shift. He’ll work in four

buildings tonight, beginning with the Physical Education building, cleaning his route alone. There’s one other employee who’s on limited duty and who can help with a few things, but mostly the duties fall on Paul’s shoulders. He first takes out the equipment cart. He then goes to the bathrooms, where he removes the trash, replaces the paper products, cleans and disinfects the urinals, toilets, and sinks, and sweeps and mops the floors. The restrooms are cleaned like this each day. We next go into each room on his route. He opens the door and empties the trash; in offices, trash is dumped once a week, while in main areas it’s dumped daily. Paul then surveys the room, making a mental note of what he will need to come back to do: it could be sweeping, mopping, vacuuming...

We do this for each room on his route. In the classrooms, he straightens

desks and pushes in chairs. As he surveys each room, he explains what he did the night before and why it will not have to be done tonight, or why he will do a certain task tonight.

Are routes changed often? “Some custodians have their routes changed every day,” he answers. When I ask if this makes it easier or more difficult, he replies, “I don’t mind having my route changed, but new routes take time to adapt to.”

We then enter the main gymnasium. Paul explains that the gym floor is swept nightly and that they use a special broom to avoid scratching the floor. I’m surprised to learn that the custodians are responsible for cleaning the gym after games, which includes sweeping the bleachers. This can take a few hours.

Sonoma’s Unit 5 custodians clean more than 10 buildings. Most are several stories high, and these amazing employees

do it with a staff of 19 custodians and one laborer. With this we have to take into consideration their vacations, employees out sick and, at any given time, one or two out on leave. Paul explains to me that each building has routes, the building being divided up between custodians, each of whom is responsible for individually cleaning some routes. Some routes are team cleaned, the team consisting of two or three members, each doing a part of the cleaning, followed by the next person on the team.

The Physical Education building (P.E.) takes at least three hours to clean, so the other buildings on Paul’s route must be serviced in the remaining hours of his shift. After finishing P.E., Paul will go to three more buildings. At least one of these routes will be team cleaned, which can be completed only as quickly as the slowest worker. They help each other out when needed.

Year-Round Duties, Day and Night

In addition to the cleaning, as if that were not enough, there are also periodic projects. Laborers wax the floors year-round, often with the assistance of a custodian. Custodians do carpet work primarily during summer months. Management has also asked some custodians to provide notes on how their jobs can be done in a safer manner. After all, they’re the ones doing the job, so who knows better what can be improved?

When you come to work, look around and say a thank you to the folks who have worked through the night to keep your office and your grounds well-kempt. A clean campus doesn’t just happen. It’s the result of hard work by dedicated employees like Paul Clinton who have just as much pride and influence as anyone in making students’ education an enjoyable journey.

Layoffs Update

Two lose positions at Stanislaus

In the latest job losses to hit the union, CSU management sent layoff notices to two CSU Stanislaus employees in January. Chapter 308 President Frank Borrelli and the chapter's executive board had been trying for months to avoid the measure by pressuring campus administrators.

"We are hopeful the situation can be resolved," said Borrelli, who is helping to head up mitigation efforts.

The notification comes as CSUEU braces for more potential layoffs in the face of a proposed \$500 million cut to the CSU budget.

The two new layoffs bring statewide layoff notices to nearly 300 since January, 2010; additionally, at least 200 temporary employees' contracts have been ended early or allowed to expire. More than half of the layoffs have been rescinded or otherwise mitigated.

Campus and statewide union leaders are keeping all cases on their radar, even though some employees have left CSU employment. CSUEU's contract with CSU mandates that laid-off employees stay on re-employment lists in the classification undergoing layoff for five years. Campuses cannot fill vacancies in those classifications without first making an offer of re-employment to employees on the re-employment list.

"Chief stewards, CSUEU staff, and I, among others, monitor job postings," said Russell Kilday-Hicks, VP for Representation. "Our goal is to get the laid-off employees back into CSUEU-represented jobs."

In all, 10 campuses have notified permanent employees of layoff. In addition to Stanislaus, those affected were at Bakersfield, the Office of the Chancellor, East Bay, Fresno, Humboldt, the California Maritime Academy, Pomona, Sacramento, and San Jose.

More details can be found by going to www.csueu.org, then clicking on the Budget Central box on the right side of the page.

Committee Focus:

Representation



Our Voice to the Administration

By Annel Martin, CSU San Bernardino

Who stands up to administrators on behalf of the grassroots employee? Local chapter leaders, most of the time. But, there are occasions when statewide representatives' presence is called for. That's where the Representation Committee comes in. This is a diverse and extremely talented team of special people who bear representation responsibility for key tasks, such as:

- Review grievances submitted by stewards from all 24 chapters
- Make recommendations on legal actions pertaining to cases
- Review and decide which grievances to submit for arbitration or mediation
- Develop training policies for stewards and chief stewards
- Track statistical data on all cases which have been filed to date
- Develop bargaining plans and negotiate the collective bargaining agreement

These unique individuals meet several times throughout the year to prepare and to execute their responsibilities. They enforce the contract by reviewing any statewide or campus-wide policies that are out of line with the collective bargaining agreement to bring them back into compliance. They are the faces and voices working diligently behind the scenes to defend our members' rights.

Their families don't see them very much as they travel up and down the state to make sure members' voices are heard and their rights are protected. They visit campuses frequently for formal meetings—called "meet-and-confers"—with CSU management on key issues that affect members' working environments.

How do these committee members deal with administrators who have allegedly violated our contract? Tactfully and diplomatically at first, laying out the facts of the case at hand and the applicable contract language, all the while trying to convince management that wrongdoing has occurred, why it's wrong, and how it can be corrected. If that doesn't work, they move toward a demand that the wrong be righted.

The final levers are often to threaten a grievance or unfair labor practice (ULP) charge, and then to in fact file these charges. Sometimes the issue is resolved prior to grievance or ULP paperwork being

filed, while other cases go to the wall.

In all cases, committee members examine conflicts from all viewpoints to be sure the employee gets all the protection to which he or she is entitled. They judge grievances to have genuine merit before they are filed. A considerable amount of time and money go into pursuing a grievance all the way to arbitration, so frivolous grievances are rejected if the best minds of the union don't think we have a good chance of winning. If a case isn't worthy of a grievance, the committee still tries to get the most it can for the affected employee.

Welcome and support team members as they prepare to negotiate and bargain a new contract to replace the current one, which is set to expire this June 30. This year, contract bargaining will occupy a huge portion of the committee's energy, yet other tasks still must be accomplished. Ensuring that members do not lose jobs, vital benefits, rights or privileges is a huge challenge in this economic environment.

Keep your eyes peeled in the upcoming year as committee members visit your campuses to hear your ideas as we approach the expiration of the current contract. The workload is enormous, and we all owe committee members our thanks!

Representation Committee members:

Pat Gantt, President (CSU Chico)

Russell Kilday-Hicks, VP for Representation (CSU San Francisco)

Tessy Reese, BUC 2 Chair (CSU San Diego)

Pam Robertson, BUC 2 Vice Chair (CSU Sacramento)

Sharon Cunningham, BUC 5 Chair (CSU San Diego)

Richard Berry, BUC 5 Vice Chair (CSU San Bernardino)

Michael Brandt, BUC 7 Chair (Cal Poly San Luis Obispo)

John Orr, BUC 7 Vice Chair (CSU Fullerton)

Rich McGee, BUC 9 Chair (CSU San Bernardino)

Alisandra Brewer, BUC 9 Vice Chair (CSU Sonoma)

Lois Kugelmass, Senior Labor Relations Representative Staff Assigned

Contract Bargaining

continued from 1

you want, how badly do you want it, and how hard are you willing to work for it? The leverage for which the team is looking will come from the members.

Members of the CSUEU bargaining team are Kilday-Hicks, Gantt, and the chairs and vice chairs of the statewide Bargaining Unit Councils. BU 2 Chair Tessy Reese and Vice Chair Pam Robertson represent Health Center personnel.

Standing up for custodial and grounds staff are BU5 Chair Sharon Cunningham and Vice Chair Rick Berry. BU 7 Chair Michael Brandt and Vice Chair John Orr are there for administrative and clerical workers. BU 9 Chair Rich McGee and Vice Chair Alisandra Brewer voice technical staff opinions.



Senior Labor Relations Representatives Lois Kugelmass and Teven Laxer, CSUEU staffers, round out the labor side of the table.

Most members are veterans of full contact bargaining. Collectively, the team has many decades of service to CSUEU. "There are more than a few gray hairs here," jokes Gantt. He adds seriously, "Our goal is to engage and activate the members. Only that will get us through whatever is coming our way next."

In past sessions, the two sides have met primarily at the Chancellor's Office in Long Beach. A few campuses have hosted scattered meetings over the years. A limited number of observers may be allowed at sessions.

CSUEU members can support our team. Stay tuned for details on how.

Grassroots Focus:

Kathleen Fiscus, CSU Chico

By Jessica Post, CSU Chico and Donna Melendez, CSU Los Angeles

Kathy Fiscus, who started her career at CSU Chico 40 years ago and now assists in the office of the Provost/VP of Academic Affairs, is a true service employee. "I put all my effort into doing a good job and going the extra mile at all times, because I believe in teamwork and in helping anyone who needs it," Kathy says. That attitude has served her well during her long career as a public employee.

Kathy was born and raised in Yuba City and graduated from Yuba College with an associate of arts degree in 1966. She worked for the Division of Highways, now CalTrans, before moving to Chico in 1971, when her husband accepted a position at Lassen Savings and Loan, now Chase Bank. They purchased their "starter home," a four bedroom, two bath, on a third of an acre for \$21,000, and where they still live.

That same year, Kathy began her career at Chico State, working in the Kendall Hall Information Center. She started as the car reservations clerk for the university's fleet of cars, vans and buses. In addition to verifying that faculty and staff members had valid driver's licenses, Kathy scheduled the use and maintenance of cars and helped with room reservations and providing information.

Kathy helped usher in changes during those early years as well. She helped set up the cam-

pus ID card program in 1972, taking photos of all staff and faculty. In 1973, she transferred to the president's office as an assistant.

Kathy shifted her service efforts from public to family during a 14-year break beginning in 1974. She had a son, Mike, and helped her husband start his own real estate appraisal business. Clerical work, typing legal forms and filing documents were among her tasks. Accuracy is key to all in such work, and this trait paid off with her return to campus employment in 1988.

By that year, typewriters had given way to computers. She came back to a three-month temporary position in the Computer Center and had to teach herself to use computers. A part-time position in the office of the vice president for finances was next, from 1989 until 1995, when a position in the provost's office became available.

Her current position entails a wide variety of duties, from planning events, purchasing supplies, and coordinating floor evacuations to processing performance evaluations and supervising student workers. Through her 15 years there, Kathy has assisted several provosts. "Working with a new provost presents challenging assignments," she comments.

Aside from office duties, Kathy belongs to Staff Council and has been very active for many

years in the Needy Children's Program. Volunteers raise funds to purchase food certificates and gifts for local families. The Chico campus has sponsored 74 families with 160 children. She says, "It's wonderful to be able to give these unfortunate families a little joy."

She's also known as the "Den Mother" for the Retired Faculty Association. She attends to all the details that need to be taken care of for the group's events, such as booking rooms, arranging catering, decorating, setting up meetings, and prepping and mailing newsletters and notices. Along with the organization's president and board of directors, she helps host events, including one recent luncheon attended by nearly 600 people.

Kathy is always sure to make time for her beloved family. Kathy hosts many dinners for family and friends. She enjoys yard work and short weekend trips to Tahoe or Stinson Beach.

What does she like most about CSU Chico? The people, as she has made a lot of good friends over the years. She loves the students and "mothers" them. As for the campus itself, she comments, "It's such a beautiful and peaceful place, with its creek, trees and old buildings."

During her 26 years at the campus, Kathy has noticed changes both good and not so good. "I've seen new technologies, more training sessions,



Kathy Fiscus, "a real gem"

and highly efficient buildings." But, she sadly observes, "the people have changed too: newer employees don't seem to be as loyal or helpful."

Kathy is well known and loved on campus. CSUEU Steward Pat Heath states, "Kathy has always been very kind and helpful whenever I've needed anything. She's underappreciated and a real gem!"

An officer of the law didn't appreciate her much once. "I got my first and only speeding ticket in my life on a Kawasaki jet ski at Black Butte Reservoir in 1984 by making a wake in a swimming area, even though there were no swimmers." Convicted speeder or not, Kathy has clearly served CSU Chico well in many ways.

New Bargaining Unit Created

English Language instructors at CSULA get CSUEU protection

The CSUEU family has a new branch. Recently created under the protection of CSUEU, Bargaining Unit 13 represents instructors in the English Language Program at CSU Los Angeles. The unit was officially recognized and its collective bargaining agreement ratified by both sides this past fall. Many of its protections, effective last September 21, are identical to those covering Units 2, 5, 7, and 9.

Negotiations took nearly four years. VP for Representation Russell Kilday-Hicks, CSUEU staff members Teven Laxer and Hubert Lloyd, and Unit 13 members Denise Minin and Andy Hong negotiated the agreement. Former VP for Representation Dennis Dillon and CSULA Chapter 311 Executive Board members Diana Balli and Linda Nunez contributed to the bargaining team's efforts as well.

Most of the 18 new CSUEU members are part-time instructors. The California Faculty Association opted out of seeking to represent them due to major differences in the ELP instructors' needs versus those of regular faculty, so CSUEU took up their cause. They are the first instructors to be represented by CSUEU.

"The bargaining process was grueling," said new bargaining unit representative Minin, "and we did it through sheer stamina. We faced many impasse situations where administration wouldn't budge on basic rights, such as no salary reductions, sick leave, and job security. But we kept going to the next level and calling their bluff."

She added, "Finally, some concessions were made after many tough years. It is satisfying to know that there's hope for the future of our teachers, and teachers at other ELP programs in the CSU who may benefit from our struggle, and for our profession as a whole."



CSUEU officers and staff witnessed votes being counted. ELP instructors voted overwhelmingly in favor of representation by CSUEU.

"The bargaining process was grueling... But we kept going to the next level and calling their bluff."

Kilday-Hicks commented, "This agreement is a good beginning for these employees, many of whom have been working for years without benefits. By providing them long-deserved raises and a variety of workplace protections that they would not otherwise have, it creates a strong base from which we can work going forward."

Chapter 311 President Gilbert Garcia observed, "This has been a labor of love. Those involved in the negotiations were dedicated to its success. I am very happy that their efforts reached fruition and that all 18 instructors are

now a part of CSUEU. We look forward to their involvement with Chapter 311; they will bring a new perspective."

Minin is optimistic about the future of BU 13. "We look forward to achieving more positive changes in the future," she said.

Hong summed up the experience with a quote from Napoleon Bonaparte: "Impossible is a word to be found only in the dictionary of fools."

That sort of optimism is what carried the group through the long haul, along with help from CSUEU representatives. Minin was enthusiastic about the union's work. "We thank the members of the union who helped us. We learned so much from them. Thank you all so very much!"

New Appointments at Statewide Level

VP post created; committee vacancies filled

In December, the CSUEU Board of Directors approved the creation of a new temporary position: Vice President for Member Engagement, charged with increasing members' involvement in union activities. President Pat Gantt appointed Acting Statewide Organizing Committee Chair Joseph Dobzynski, Jr., to the post. The position will expire and be deleted from the CSUEU By-Laws upon the next statewide election in June, 2012.

"We are faced with the beginning of contract negotiations and an ongoing severe budget situation," said Gantt. "Member engagement is of critical importance to

get grassroots involvement at the campuses. This important new position is designed to fill that need."

Dobzynski pledged to work diligently at getting members involved in this year's contract campaign and to help keep contact lines open for near-instantaneous action if needed on the budget situation.

"CSUEU's successful activities over the past nine months proved the importance of engaging our local chapters and taking a stance on behalf of our members and the CSU," Dobzynski said. "We will need everyone on board to beat back the multiple threats to our members. I'll be there on the

front lines, standing side by side with everyone who's willing to fight."

Upon being appointed, he stepped down from the presidency of the Channel Islands chapter, as required under CSUEU governance. Jennifer Schweisinger filled the vacancy.

Gantt also appointed new members to several committees. "Vacancies had occurred in recent months for various reasons," Gantt stated. "A number of board members made recommendations of candidates to fill the seats, and I'm pleased to make these appointments."

Mike Geck, president of the San Marcos chapter, and longtime activist Lori Wil-

liams of the CalPoly San Luis Obispo chapter were appointed to the Organizing Committee. New members of other committees include Toni Kukreja of Long Beach, appointed to Legislative; Andrew Heller (Sonoma) and Cindi Olvera (Monterey Bay), new to Policy File; and Communications appointees Jennifer Schweisinger (Channel Islands) and Debbie Blair (San Marcos). All appointments were effective upon the board's confirmation in late December.

Congratulations to Joseph Dobzynski and the new committee members, and thanks to all for stepping up to help lead the union!

Race to the Bottom

continued from page 2

is held to a lower standard of quality.) And, ultimately, the state bears the costs through both a reduction in the quality of graduates and the disinvestment in the CSU as an institution.

It bears noting that contracting out costs more in the long run as the vendor raises the prices and/or decreases the service level. Also, it appears that CSU managers don't closely manage outsource contracts and thus fail to protect the interests of the public and the use of public dollars.

Unfortunately, we have few tools to stop this race to the bottom in order to be "competitive" with the likes of The University of Phoenix (an online "university" that claims the CSU is unfair competition in the marketplace). Our contact with the CSU only mentions "displacement" as a preventative. In other words, according to our collective bargaining agreement, if a position is filled they can't empty it in order to contract out the work. (Even this was done at Northridge recently, though.)

But if the position is empty there is no such restriction.

For the good of California, we must stop this slide to a low-wage nation and this opportunistic sideways attack on our union. As I said to the CSU Board of Trustees recently, "It's our work and we want it back."

If you have information on contracting out on your campus, contact your union representative. **Stay tuned.**

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

Items of statewide interest

BU 2

The Unit 2 council begins the new year in transition with the retirement last December of council member Peggy Jackson of CSU, Fresno. She's been replaced by Barbara Winslow, a senior clinical lab scientist at Fresno's Student Health Services. Welcome to the council, Barbara!

In addition, Lori Williams, of Cal Poly San Luis Obispo, has relinquished her council seat as she steps up to serve the chapter as vice-president. Lori served as statewide vice president for finance from 2005 to 2009 and was a BU 2 council member for a number of years; she now sits on the statewide Organizing Committee. Lori, whose skill and expertise will be sorely missed, will mentor the next Unit 2 member. Congratulations, Lori, on your new position!

Her departure has created a vacancy on the council. If any Unit 2 reps have an interest in serving on the council, please e-mail BU 2 Chair Tessy Reese at treese@shsmail.sdsu.edu as soon as possible.

Tessy welcomes information and/or suggestions for the next edition of the council newsletter, so please forward your ideas to her. Tessy extends happy and prosperous new year wishes to all!

BU 5

CSUEU is turning up the heat on CSU management for its contracting out of Bargaining Unit 5 work.

As just one example, Unit 5 Council Chair Sharon Cunningham, CSUEU Vice President of Representation Russell Kilday-Hicks, CSUEU Chapter 311 leaders, and Unit 5 groundworkers recently met with representatives of CSU Los Angeles management and the Office of the Chancellor to discuss contracting out issues. CSUEU identified a wide variety of irregularities, and management expressed a willingness to work with us to address our concerns.

"We not going to put up with outsourcing of our work," says BU 5 Council Chair Sharon Cunningham. "Statewide, there are too many contracts, there's insufficient oversight, and there's too much room for conflict of interest. Unit 5 is going on alert across the state."

Don't just stay tuned—stay tuned in, as Unit 5 goes on the march with a new campaign to protest contracting out!

BU 7

Bargaining Unit 7 welcomes new unit representatives at the Humboldt State, Chico, Chancellor's Office, Dominguez Hills and San Marcos chapters. Chair Michael Brandt is excited and pleased to have people who are willing to step up to join the other Unit 7 representatives.

Much interest has been focused on San Bernardino, where Unit 7 contracting out issues are raising many eyebrows. As the bargaining team approaches full contract bargaining, outsourcing will be one of many battles that must be fought, as this evil will result in members losing more jobs.

Several laid-off employees remain on the re-employment list, and the council is devoting much effort to monitoring their status and striving to eventually bring them back to work.

Michael welcomes Joseph Dobzynski as VP for Member Engagement and looks forward to seeing many new programs.

BU 9

Rich McGee, Bargaining Unit 9 Chair, states the biggest challenge for Unit 9 is the misclassification of positions at the Foundation level. Due to budget constraints, CSU managers and HR representatives are posting positions at entry levels.

"However," McGee argues, "most IT positions are in the Career-level range."

McGee offers this summary of ITC classification duties for the three levels:

An employee at the Foundation level requires direct supervision; students entering the field of ITC right out of school are often classified at this level.

Career-level experts have a thorough knowledge of their position's skill set and perform tasks which have systemwide or campuswide impacts.

The Expert level is generally unattainable, as placement at this level causes confusion for management, strains budgets, and contradicts historical practice.

According to McGee, history reveals a bell curve of sorts: assignments generally break out at 20 percent Foundation, 60 percent Career, and 20 percent Expert.

"It's imperative that we keep our eyes on position postings, challenge the incorrect ones, and file grievances if all else fails, citing Articles 9.1 and 1.1," says McGee.

For more information, go to www.calstate.edu and type "CQS" in the search box.

BU 13

Newly created Bargaining Unit 13 is just getting started. See "New Bargaining Unit Created" at the top of this page for details.

Holding Their Feet to the Fire

Getting Brown elected was only half the battle



By Joseph Dobzynski, Jr.,
VP for Member Engagement

The November 2010 elections have come and gone, and, while we revel in the victory of Jerry Brown over Meg Whitman for the sake of all our represented employees, we need to be realistic moving forward as a union. The struggle with our California legislature is ongoing, as, on the horizon, we see more deficits and the Republican minority's reluctance to increase revenues. We see the same hope and optimism right now as we did when Barack Obama was elected president; we have also seen that hope and optimism fade away in the past two years.

"Electing Jerry Brown was only the first step in protecting the lives of our members," comments CSUEU President Pat Gantt. "Now we need to hold Brown accountable to his promises."

He points to a hopeful sign: Brown has proposed a new open and honest approach and is getting some positive support from the public for his fresh approach.

"The cuts are difficult," says Gantt, "but California must get its house in order and have a discussion about what kind of state Californians want to live in."

That said, Brown made many provocative comments during the election regarding issues that directly affect unions and public workers. He promised that he would "do things that labor doesn't like" and would ask labor leaders to "put everything on the table." He also bragged about having vetoed pay raises for state employees twice. Additionally, he supported the newly enacted two-tier pension plan. While this is much better than the Whitman campaign platform, which would have cut 40,000 state jobs and converted state pensions to 401(k) programs, it should still give us pause for consideration.

We cannot have a strategy of appeasement moving forward. Workers who have devoted their lives to public service, often at the expense of career advancement or larger paychecks, have become targets of attacks from both sides of the aisle with few exceptions. Higher education is now being balanced on the backs of increased student fees and "synergistic" strategies for getting more work from fewer people.

What a slogan that will be: "CSU – Graduating Students with More Debt Since 2009".

"Regardless of who's in the driver's seat in Sacramento, we need to speak truth to power, stand in solidarity and fight like never before," declares CSUEU Chapter 321 President Mike Geck. "This is about our collective future and what each member is willing to do for the most positive outcome possible."

This is not to belittle the efforts by our members in

helping to get Jerry Brown elected, and, more importantly, to defeat Meg Whitman. Our organization mobilized members to engage in more legislative activities than any previous election, including that of Obama. Leaders of almost every chapter met with their members to explain the union's endorsements and the endorsement process. The CSUEU Legislative, Communications, and Organizing Committees prepared and managed an ambitious election campaign plan in just six short weeks. And a survey was distributed to the chapters for suggestions on improving our organizing efforts for future elections.

"Our organization is getting more politically involved than ever before," states CSUEU Chapter 322 President Andrew Coile, who also serves as vice-chair of the CSUEU Legislative Committee. "We will continue to lobby our legislators and to politically activate our members. Our victories, like our battles, are not found just at the bargaining table."

After helping elect our endorsed candidates, we now need to hold their feet to the fire. Our organization must continue to organize for the new challenges on the horizon, along with the challenges we face every day, both as members and public workers. We are the solution for not only the CSU, but also the state of California.



CSUEU Committee Reports

Governance and operations at work

CLASSIFICATION

We're dusting off and bringing back our "How to Get More Money" and "How to Get Re-Classed" workshops. We'll be revising them into a series that will be available to all members. As a test, we recently presented them as a two-day series at Dominguez Hills, and they were well received.

In addition, we've been analyzing data, gathering background information, and laying the groundwork for new classification studies.

With IT help from Monterey Bay's Andrew Coile, we're planning to present more webinars as a follow-up to last year's successful events so that employees from multiple campuses can attend our workshops online.

If your chapter is interested in having someone from the committee present live workshops at your campus, please contact Chair Nancy Kobata at nkobata@calcsea.org

COMMUNICATIONS

On top of all the normal activities that occur year-round, Communications will be working with the Representation, Organizing, and Legislative Committees on CSUEU's two major campaigns this year: contract bargaining and state budget advocacy. Communications members will be working to get appropriate messages out to members, the public, and state leaders.

The committee will also continue publishing *University Employee*, *CSUEU E-News*, informational fliers, and other internal publications and public statements as needed. Other tasks include developing policy and procedure recommendations, electronic communications avenues, and standards for communications practices throughout the organization. We will begin preparations for the 2012 CSUEU calendar later this year as well.

Committee members welcome two new members who joined us in December: Debbie Blair from San Marcos and Jennifer Schweisinger from Channel Islands. We are already benefiting from their contributions and look forward to even better committee achievements with their participation.

FINANCE

According to Finance Committee Chair Loretta Seva'aetasi, the union is doing OK financially. CSUEU has been able to meet all its monetary obligations for the fiscal year.

"Last year was a challenging year," Seva'aetasi explains, "in that many of our brothers and sisters were laid off and some not re-appointed to temporary positions."

This fiscal year ends on June 30, the same day our current collective bargaining agreement ends. The committee is now preparing for the coming fiscal year.

According to Seva'aetasi, CSEA's new accounting system has afforded us the ability to streamline some processes and move toward paperless operations. CSEA is also updating our database software, a task that began last year and which we hope will be concluded some time this year.

One of our Committee members, Lori Williams, a records health information technician at Cal Poly San Luis Obispo, is departing the committee as she's agreed to serve on the Statewide Organizing Committee. We thank her for her many years of service to the Finance Committee and for her two terms as VP for Finance (2005-2009). We'll miss her, we know that she'll be a great asset to the Organizing Committee, and we look forward to working with her in her new role.

LEGISLATIVE

Legislative matters this year are of utmost importance to public higher education, and CSUEU's Legislative Committee, chaired by Natalia Bremer, is following them closely. The state and CSU budget lead the way in importance, but committee members also are watching for potential attacks on public employees' pension

plans and collective bargaining rights.

Some potential legislative and gubernatorial initiatives could benefit CSUEU members. The committee is on the lookout for those types of proposal as well and stands poised to alert members should any gain momentum.

See the article in this issue, "Lobby Day: CSUEU and Lawmakers, Face to Face" for details on our annual foray into the Capitol offices of those who allocate funds and consider legislation affecting the CSU.

The Legislative, Organizing, and Communications Committees will be combining efforts to make sure that governmental information reaches our members and the public.

Finally, Bremer and colleagues welcome new member Toni Kukreja of the Long Beach chapter.

ORGANIZING

The CSUEU Organizing Committee is actively engaged in the 2011 Contract Campaign, working with the CSUEU bargaining team in developing a plan to defend the organization and our represented employees as we negotiate a new contract. The committee, which features a full roster of talented activists for the first time in years, is expanding its communications structure by adding chapter teleconferences and regular e-mail updates. Other projects include further development of the CSUEU Activist Cookbook and the CSUEU Chapter Handbook, both designed to provide chapters with tools to organize their members and to administer their everyday activities.

The committee continues under the leadership of Joseph Dobzynski, Jr., who also serves as the newly appointed VP for Member Engagement (see "New Appointments at Statewide Level," p.4)

POLICY FILE

Chair Steve Mottaz reports that the Policy File Committee has been busily working on a number of issues. Areas of the union's structure and governance that members have been examining include new requirements for those who seek statewide office, criteria for endorsement of web sites, and the process entailed in disciplinary hearings. Routine housekeeping duties are also taking up committee members' time, such as editing governance documents to reflect CSUEU's incorporation as a nonprofit entity that purchases services from CSEA.

New language developed by this committee last fall paved the way for creation of the temporary position of Vice President for Member Engagement (see "New Appointments at Statewide Level," in this issue).

Mottaz stresses that the work he and his colleagues perform is very detailed and that thoroughness is a must. Examining even one seemingly simple word change can require hours to identify all situations that could be affected by the change in question and to be sure that no adverse effects could ensue.

The committee welcomes new appointees Cindi Olvera of Monterey Bay and Andrew Heller of Sonoma.

REPRESENTATION

Committee chair Russell Kilday-Hicks, who also serves as VP for Representation, reports that the group has been working extensively in past months on preparations for full contract bargaining. Identifying bargaining proposals has occupied much of their efforts, along with continuing to try to get layoffs resolved at several campuses, all in addition to normal grievance reviews and advocacy. For more information, see the article in this issue, "Full Contract Bargaining Opens."

Other responsibilities have required the committee's attention as well. Two recent layoff notices at CSU Stanislaus have demanded immediate, intense work.

For further details about the committee's responsibilities, see "Committee Focus: Representation" in this issue.

Outsourcing Our Jobs

continued from page 2

the CSU system, but also it can take them totally out of the state and even the nation. Google has tens of thousands of overseas workers in India as well as other nations, including China, Hong Kong, Korea, Singapore and Taiwan. This is only one company. The CSU is outsourcing our jobs and off-shoring our tax dollars.

Contracting out has shortcomings that often become apparent only after it's too late to reverse the process. Resources can be drained from a campus as money flows out to the service providers.

Contracting out costs more than advocates claim. Indirect and hidden costs of service delivery are often ignored. These costs include expenditures for contract monitoring and administration, conversion costs, charges for "extra" work, and contractors' use of public equipment and facilities. A study by the Government Finance Officers Association estimates that such costs can add up to 25 percent to the price of a contract.

For a contractor, profit is the prime motivation in service delivery. The quality of service can deteriorate when this is their only motive. Many examples show the profit motive can be an incentive to cut corners.

University employees routinely perform tasks outside their official job descriptions. Once outsourced, those duties usually are not included in contract specifications, and university managers no longer have the flexibility to get them done.

Universities are part of the communities in

which they are located. The local employment base is eroded when good jobs are replaced with low-wage jobs. Resources are drained from the local economy as profits flow out of the community to contractor companies.

In-house expertise and capacity is reduced or eliminated as a result of contracting out. This loss of leverage can lead to price gouging by contractors in future contract negotiations.

Contractors can "low-ball" their bids (offer an attractive price on the first bid to win the contract) then raise prices in subsequent renewals. Something that started out free can get very expensive. Universities are especially vulnerable to this.

Public accountability is diminished because complaints from faculty, staff and students cannot be directly and quickly addressed by the university. In addition, private companies are not subject to the same public scrutiny as government entities, which are required to operate in an open arena. These conditions create opportunities for corruption, such as bid-rigging, bribery and kickbacks.

While our Collective Bargaining Agreement has provisions to help protect current employees' jobs from being outsourced, if a classification is vacant, it can be privatized. CSUEU representatives are vigilant against this type of creeping displacement, but members can assist, too. If you see tasks going out of the bargaining unit, contact your union representative.

Lobby Day:

CSUEU and Lawmakers, Face to Face

Taking the CSUEU Story to the Top



By Andrew Coile,
Legislative Committee
Vice Chair and Monterey
Bay Chapter President

CSUEU has its work cut out for it this year from a legislative standpoint. Faced with a half-billion dollar budget deficit as the best case and a billion-dollar cut as the worst-case, it's clear that the legislature will be controlling a lot of the CSU's destiny, and thus that of our members.

Because of the decline in revenues to the state, the legislators are faced with how to close a \$28 billion hole in the budget between revenues and expenditures. There are no easy choices. Corrections was once a tiny fraction of the state budget, but in the new proposed budget Corrections would be increased by 2.6 percent to almost 11 percent of the General Fund. Higher Education funding would decline by 14.6 percent, leading to a case of "inmates, not classmates." What are California's priorities?

At CSUEU's Lobby Day, scheduled for April 11th and 12th, CSUEU representatives will be traveling to Sacramento to talk to *all* of the legislators. This is our opportunity to take our story to those who allocate funding to the CSU, to make our story personal, and to relate the importance of what the CSU means to its students.

If history is any guide, the Democrats will want to help us, but are faced with either cutting the social programs that are essential to their base, or cutting higher education. Realistically there is very little else in the budget subject to their discretion.

The Republicans understand the value of higher education, especially to the needs of business, but are hamstrung by the "No Taxes" pledge that they have to take to satisfy their base and get elected. Some outside anti-labor, pro-business, anti-tax groups have stated that Republican legislators who vote to allow the question of whether to extend the current taxes to be put to the will of the voters will be punished for it politically. Whether or not enough Republican legislators

grow a spine and actually want the people whom they represent to have a chance to directly express their opinion on the trade-offs of revenues versus tax cuts has yet to be seen. It's going to be a hard sell for the Republicans to go back to their Districts and have to tell the people who elected them that outside special interests have decreed the electorate too stupid to be allowed to have a say in their own destiny.

For the first time in eight years, we have a Governor who might actually sign legislation that we propose (unlike the previous governor who would automatically veto pretty much anything that was favored by a union). However, the Legislature is not likely to pass bills that support public labor unions. So CSUEU will need to concentrate its legislative efforts on bills that fundamentally shift to our favor the way the CSU and other state agencies do business.

The budget situation is dire, with significant negative impacts on students, faculty, and staff. Especially at the smaller campuses, which have experienced the same repetitive budget cuts as the larger campuses, there isn't much left to cut, when you are down to having one person on a campus being the only person who occupies a unique position.

At this time, it is critically important that all of our members remain visible to their elected representatives, to remind them of the value of higher education, and remind them of the impacts of their budget decisions when they make them.

Governor Brown has proposed putting the extension of several temporary taxes into a proposition that will go to the voters in June in a special election. It is critically important that we mount an effective public information campaign to make sure voters are clear on what impact allowing those tax revenues to expire will have. For the sake of a quarter of a percent in the income tax and one percent of the sales tax, which would not be reduced if we allow them to continue for the next five years instead of letting them drop this year, are they really willing to let higher education in California be slashed by a third?

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Take the Member Survey!

Approximately half our members will receive this edition of *University Employee* prior to March 1 and remainder after March 1. A reminder for those who receive it before March 1: please take the member survey dealing with contract bargaining, the state budget and election issues, submitting it prior to the March 1 deadline. You can take it online at www.csueu.org or obtain a hard copy in English or Spanish from your chapter president. You likely have heard about this survey from your chapter leadership, as the results will be very important in guiding the bargaining team in months to come. **Thank you for your participation!**



CSUEU Lobby Day 2010 participants with Senate President pro Tem Darrell Steinberg

CSUEU's Legislative Committee, Organizing Committee, and Communications Committee will all be working hard together to make sure that our message reaches both our members and the general (voting) public. Lobby Day is an important pressure mechanism for us, but is

not the only one: e-mails, phone calls, and letters are important also. Contact your legislators and tell them how important the CSU is to students in your area; tell your friends, neighbors, and family to do the same.

Funding Mess

continued from page 1

of public education decline.

The same study confirms that many taxpayers are deeply concerned about increasing education costs, and they support more tax-based funding for public institutions to keep student fees down. Individuals feel the cost should be spread out more evenly across society.

Voter support will be of utmost importance to many state agencies if Gov. Jerry Brown's proposed special election goes through. Tentatively scheduled for this June, it will put on the ballot the continuation of several taxes that were originally intended to be temporary, including a one percent sales tax and an increased vehicle license tax. Continuing revenue from these taxes is vital to keep Brown's proposed \$500 million cut to the CSU's budget from growing up to two-fold more. We will almost certainly suffer even greater losses if tax continuation fails at the polls.

To get to the special election, though, the Legislature must pass Brown's budget proposal into statute in March. That battle will be up a steep enough hill that it may not come to pass, given California's brand of partisanship. If enough lawmakers can't agree on Brown's proposal, the election won't happen and state agencies will have to fasten their seatbelts even tighter.

The gap between the haves and the have-nots is growing in higher education as well as in other social arenas. The situation could be interpreted as socio-economic elitism being acted out with a vengeance in public education funding. One could even go so far as to say that education is intentionally being made harder to attain in an attempt to deny advancement to those who might otherwise not be able to improve their lives and to keep the ranks of lower-skilled people filled. Is this social manipulation? The facts of the extremely complex situation remain to be seen objectively, and may never become completely clear.

What will happen to the increased allocation of state funding for the current year, given that Gov. Brown has proposed no mid-year cuts? As next year is likely to bring massive cutbacks, perhaps the CSU is hoarding this year's allocation. If that's the case, the blow to the CSU on July 1 could be softened, but is not likely to be deflected.

A sore spot with critics is public university auxiliary organizations' ability to hide their finances due to the failure of recent attempts

at legislation which would force accounting transparency. State Senator Leland Yee, a top-notch champion for higher education, has authored several bills aimed at forcing the fundraising arms of the campuses to open their books to the public. Conservative legislators, the former governor, and, according to some speculation, the UC and CSU themselves defeated Yee's efforts. Despite these failures, Yee has pledged to continue trying to achieve mandatory transparency for foundations and auxiliaries.

At their November meeting, the trustees also discussed changing the term "student fees" to "tuition," but appeared to nix the idea. Board Chair Herb Carter gave his opinion by saying the issue did not require a vote by the board, and the Office of the Chancellor has subsequently begun using the term "tuition."

Assembly Speaker and CSU Trustee John Perez opposed the change, stating that with a name change would come a shift of attitudes away from the Master Plan for Higher Education's intent. That plan, which formed the blueprint for higher education in 1960, mandated that community colleges, the CSU, and the UC be accessible for all Californians regardless of income level.

Higher education here is a bargain compared to that in some other states, even with the recent increases. Compared to private institutions, the cost of public education in California is low.

The CSU and UC systems compare very favorably to the growing number of for-profit schools. Many for-profit colleges and technical schools don't deliver what they promise and graduate only a handful of their enrollees. Lower-income graduates from for-profits often end up with large debt loads, few qualifications for employment in their fields, no job, and little hope of finding one.

The issue of higher education funding reached another critical point in mid-December, when legislators called for sweeping oversight of expenditures in the CSU and UC. Student fee hikes seem to have been a key tipping point. Where things go from here depends in large part on Gov. Brown and the legislature's ability to deal with overwhelming deficit problems, with each other, and with public pressure. Cuts are certain, in any case.

Everyone in publicly funded higher education is struggling with unprecedented problems. Raising student fees is but one of the methods adopted by both the CSU and the UC to deal with

financial pressures.

Public education is still a worthy investment. As the saying goes, "If you think education is expensive, try ignorance."

We will need to take action once again to keep the dream alive for the hundreds of thousands we serve and who one day will serve us. Last year's March 4 rallies were just the beginning.

Your Union Needs You!

...and your e-mail address!

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your help to keep you informed.
Register your e-mail address
today and stay up to date on
the CSU and the budget.

it's easy...

Go online to
csueu.org/register and
update your information