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BOARD OFFICERS

Statewide leadership

President

Pat Gantt.....530.570.5803

Vice President for Finance

Loretta Seva'aetasi.....415.338.2389

Vice President for Representation

Russell Kilday-Hicks.....415.310.3823

Vice President for Member Engagement

Joseph Dobzynski.....805.377.1978

Bargaining Unit Officers

Unit 2—Health Care

Tessy Reese (C)619.301.4011

Pam Robertson (VC)916.278.6037

Unit 5—Operations

Sharon Cunningham (C) 629.594.5799

Mike Chavez (VC)209.639.3398

Unit 7—Administrative/Clerical

Mike Brandt (C)805.305.1960

John Orr (VC)657.278.3082

Unit 9—Technical Support

Rich McGee (C)909.537.7275

Alisandra Brewer (VC)707.477.1008

Committee Chairs

Catastrophic Membership Dues

Richard Perry916.454.9330

Classification

Nancy Kobata559.278.5268

Communications (UE editor)

Ray Finnell.....661.654.3123

Finance

Loretta Seva'aetasi.....415.756.5101

Legislative

Andrew Coile.....831.402.6245

Organizing

Joseph Dobzynski, Jr.....805.437.3279

Policy File

Steve Mottaz707.826.5658

Representation

Russell Kilday-Hicks415.310.3823

Story ideas or comments?
We want to hear from you!
rfinnell@csueu.org
661-654-3123

CSUEU TOLL-FREE:
PH: 866-763-1452
FAX: 866-977-7838

State Budget Update

Deficit Threatens CSU

By Steve Sloan, San Jose State University



In January, Governor Brown unveiled his new budget plan. Despite dramatic improvement over past years of deficit budgeting, it still called for a painful, nearly \$5-billion cut in public education and safety funds if voters were to reject a proposed tax hike that he hopes to get on the ballot this November.

According to a recent statement from the CSU Office of the Chancellor, "If Governor Brown's tax initiative is not passed by the voters in November, CSU will face more budget cuts, and that will mean slashing enrollment, laying off employees, reducing classes, and the elimination of academic programs."

Governor Brown said, "The taxes I'm proposing (on sales and on very high-income people) go to the schools, 100 percent of it." The threat of an almost certain \$200 million trigger cut to the CSU would be eliminated if the initiative is successful.

In March came the latest revision to Brown's proposal, featuring compromises reached with the California Federation of Teachers, which had proposed another measure, the "Millionaires Tax," with a different revenue structure. Upon reaching the agreement, CFT dropped the measure.

Brown's new plan, endorsed by the CSUEU Board of Directors, would put a larger burden on individuals who earn \$500,000 or more a year, raising their income tax rate by three percent. Those earning \$300,000 to \$500,000 would also see more of a tax hike, a two-percentage-point increase. Individuals who earn between \$250,000 and \$299,999 would see an increase of one percent. The hikes would be in effect for seven years. Additionally, a one-quarter percent sales tax increase would be in effect for four years.

To get the plan passed, Brown must persuade voters to approve a statewide tax hike for the first time since 2004. The governor promised voters the final say in the matter when he ran for office. He will simultaneously have to convince his fellow Democrats, who dominate the legislature, to continue paring back treasured social-service programs.

If approved by voters, the revised tax would bring in \$2 billion more for the upcoming fiscal year than the governor's original proposal, for a total of nearly \$9 billion. The money would go into a fund dedicated to schools from kindergarten through public colleges, freeing up billions of dollars to tackle the state's \$9.2 billion deficit.

Brown has said that, if voters reject the tax hike, the state will need to cut about \$2.4 billion in K-14 classroom funds, equal to three weeks of school, as well as \$200 million each from the state's three college and university systems.

At press time, a competing tax proposal was progressing through the signature-gathering phase. The Munger Initiative doesn't dedicate funding to higher education. It also would override any other funding initiatives that might pass in November, and it doesn't address higher education budget problems.

On March 29, legislative Republicans rolled out a budget plan that relied on cutting state worker pay, eliminating affordable housing funds and using pots of money dedicated for mental health and childhood development.

Republicans believe their plan eliminates the state's \$9.2 billion deficit without new taxes and preserves the same amount of funding for education that existed last year. They say it undercuts Gov. Jerry Brown's argument that voters must pass higher taxes in November to spare schools from deep reductions.

Despite the budget problems, in March CSU trustees, with little dissent, signed

See "State Budget" on page 4

Primary Election Approaches, Initiatives Loom

CSUEU faces multiple potential threats

By Ray Finnell, CSU Bakersfield



California's first open primary election will be held next month, and, for CSUEU members, the results could have significant impacts. On the legislative front, several ballot initiatives are in the works that could affect us profoundly as well. CSUEU's Legislative Committee and Board of Directors are following candidates and proposals to assess which are beneficial to the union and which are likely to harm us.

"The open primary will create the possibility of two candidates from the same party running for the same seat," said Legislative Committee Chair Andrew Coile. This method of choosing candidates, new to California, advances the top two contenders on to the general election, regardless of their party affiliation.

"Other possibilities include a candidate from one of the major parties running against an independent, or two independents running against each other," Coile continued. A very real scenario is that neither candidate for some seats would be supportive of labor or public employees. Higher education, its students, and its employees could lose a significant amount of support.

Unlike the primary election, the November election will include ballot initiatives as well. The deadline for qualifying hasn't passed yet, but the "Corporate Deception" measure has already qualified to appear before voters this fall. This initiative makes it difficult to impossible for unions to fund their own political action committees.

Also slated for the November ballot is Gov. Jerry Brown's tax proposal, which will have a direct and major impact on CSU funding. If it fails, CSU can expect at least \$200 million more to be cut from its allocation. CSU officials plan to freeze enrollment unless Brown's plan passes.

"Failure of the Brown proposal will be devastating to CSUEU-represented employees," said CSUEU President Pat Gantt. "We've already lost people, we're being overworked, and our paychecks haven't kept up with inflation." CSU funding will have been reduced by 40 percent in the previous four years if the Brown plan fails this fall, yet the number of students we serve has increased significantly.

"We're tracking a number of initiatives as they go through the qualifying process," said Coile. "Several of them are attacks on public employees' pensions."

CSUEU has a new web site dedicated to the elections. It features the union's endorsements and recommendations and will be updated regularly. It is located at www.csueu.org/elections.

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President's Message

From the desk of Pat Gantt, CSUEU President



State Budget 2012-2013

The governor's proposed 2012-13 state budget is about the same as those of the last few cycles, balancing the budget through both revenues and spending cuts. This time around, instead of a budget that depends on Republican votes for taxes, he is relying on the ballot process.

The governor's original ballot measure from early this year, since revised, was designed to generate enough revenue to stabilize the state budget for five years though a temporary personal income tax increase for higher income earners and a half-cent sale tax increase. The latter was a continuation of last year's concept to extend an expiring sales tax, but that proposal failed for lack of a 2/3s vote of the legislature. The personal income tax increase would have been for people earning over \$250,000 per year.

The governor has now combined his efforts with the California Federation of Teachers, integrating the governor's original initiative with the CFT's

Millionaires Tax Initiative. This revised ballot measure features a more aggressive income tax on upper income brackets and a quarter-cent sales tax increase. The CSUEU has endorsed this plan vigorously and is working to get it placed on the ballot.

CSU Impacts

The CSU portion of the governor's state budget maintains the \$750 million cut from last year as part of the base budget moving forward. If the governor's ballot measure doesn't pass, a \$200 million cut to the CSU budget will be triggered—an approximately 10 percent mid-year general fund budget cut. The CSU Office of the Chancellor's proposed options in response to such a trigger cut includes lower enrollment and possible layoffs.

In the last four years, the CSU workforce has shrunk by six percent. The resulting workload increases on all of us is palpable, and the CSUEU is continuing to raise this issue on every campus.

The CSU chancellor has indicated that he is looking at all options to deal with another round of budget cuts. The only two options that do not

seem likely at this time are more student tuition increases and campus closures. The closing of campuses had been a rumor last year.

What can CSUEU members do?

The one thing I have told everyone is to get involved and to stay active. Together we can shift some of the dynamics. If you are not registered to vote, register to vote now. Everyone should be prepared to learn more about how their campus will deal with the state budget and be ready to discuss impacts with the CSU administration and the legislature.

By all means possible, vote in the primary and fall elections. Together we all can have a positive impact on elected officials and on the ballot measures, particularly Gov. Brown's all-important tax initiative.

In union,

Pat Gantt

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Contract Ratified

Arduous struggle yields positive results

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

After more than a year of preparation, months of face-to-face bargaining featuring a supporting cast of thousands—petition signatures and e-mails—and countless rallies at every campus bargaining took place, CSUEU members approved the Tentative Agreement that our Bargaining Team hammered out with the CSU management team. Soon after union officials announced ratification, the CSU Board of Trustees followed suit at their March 20 meeting in Long Beach, thereby enacting the contract that will bind both parties through June 2014. The mutual agreement ends months of tense bargaining, which at times seemed to be going nowhere.

“The team thought we were headed to impasse over parking fees and a few other sticking points,” said VP for Representation Russell Kilday-Hicks, “when suddenly,” he continued, “management did a quick turnaround and we wrapped things up pretty quickly.”

The “three-year” contract, which is a shorter time because we are already in the second half of the first year, takes effect immediately, with many members relieved to have CTO back. Management refused to extend the last contract, thus affecting both CTO and grievance arbitration. The previous collective bargaining agreement (CBA) expired on June 30, 2011.

Major points of the contract include no loss of benefits, provisions to ensure future efforts to fix dysfunctional classification and compensation practices, and stronger language regarding “operational need.” Management also must acknowledge workload increases when writing evaluations. The agreement includes new language that allows CSUEU-

represented employees to take paid leave to work as election officials at precinct polling stations. We also gained other improvements in the leave-with-pay category.

A major victory came our way when CSU negotiators dropped their open-ended proposal to allow campuses to raise parking fees. “The way that members responded with petitions, rallies, and e-mails tipped the scales without doubt,” said Kilday-Hicks. Fees cannot be raised prior to this June 30 and by no more than \$3 a month and only if we get a General Salary Increase (GSI) during the same fiscal year. If no GSI is granted, parking fees cannot be increased.

Bargaining in the disastrous economic climate was not expected to yield economic gains. Indeed, we will not be seeing a GSI this year. However, reopener bargaining over compensation may take place next year or the following one, under the new CBA. “We held our ground on salaries, which is better than some predicted,” CSUEU President Pat Gantt said. “In an era when many public employees are suffering furloughs and layoffs as well as monetary backsliding, we can be proud of maintaining the status quo and securing the possibility of new negotiations in 2013 and 2014.”

Another gain in the salary arena is a mandate on management to consider increased workload and out-of-class duties when evaluating In-Range Progression (IRP) applications. Many other improvements to various articles are also now in place.



March 16, 2012: Counting contract ratification ballots at CSUEU headquarters

Elections, Elections and More Elections

By Leeanne Bowes, Sonoma State University



This is a year of elections for CSUEU. If you’re wondering how to get involved, consider becoming a candidate, as many offices must be filled, both local and statewide. Following is a brief overview on how our elections are done.

Chapter, statewide and general council elections are held once every three years, and all offices are up for election. Our three-year election cycle keeps CSUEU on the same schedule as General Council. In a nutshell, General Council is a large meeting at which the CSEA affiliates (CSUEU, Local 1000, Association of California State Supervisors, and California State Retirees, Inc.) meet to vote on a budget, elect officers, and vote on any bylaw changes for CSEA.

Chapter elections are held first. Each chapter is made up of an executive board, stewards, members, and fee payers. The chapter executive board includes the president (who is automatically a member of the CSUEU Board of Directors and a General Council delegate), vice-president, secretary, treasurer, and organizing chair, along with one representative for each bargaining unit (BU) on the campus. Chapters also have at least two more positions that are not voting members of the executive board, but are just as important: chief steward and communications chair. The chief steward is elected by the chapter’s other stewards.

Chapter elections are held at the beginning of the year and are usually wrapped up by April. Officers take office as soon as elections are over. Only members can vote; fee payers do not get a vote unless they submit a valid membership application with their ballot.

Any member in good standing can run for any office. To run for a BU representative position, candidates must be members of that bargaining unit and are elected only by mem-

bers of their respective BUs. Other officers are elected by the entire chapter membership.

General Council (GC) delegate nominations are submitted either at the same time or later as chapter elections. The number of GC delegates allotted to chapters is determined by the number of union members in the chapter. Any member in good standing can run to be a GC delegate.

Statewide elections are held at the June Board of Directors meeting. All chapter executive board members and chief stewards are invited to attend that meeting, and all are eligible to vote. Four statewide officers are elected: president, vice-president for organizing, vice-president for finance, and vice-president for representation. Like chapter elections, any member in good standing can run for any of these offices. All voting is completed at the meeting, and, as soon as the elections are complete, the statewide officers take office.

After the statewide officers have been elected, we have yet one more round of elections. Now the BU councils are elected. Each BU council is comprised of a chair, a vice-chair and six members at large. The seats are elected in that order. The councils are made up of BU reps from the 24 chapters. Only chapter BU reps are eligible to run for one of the BU seats. Chair and vice-chair positions are members of the Board of Directors and the bargaining team. Chairs are automatically members of the statewide representation committee.

With each election cycle, chapters elect both new and returning activists. As you go to your chapter meetings, look around and say hi to the new folks! Ours is a member-run union. Without these volunteers, we would be lost. Thank them for giving their time and energy to help make our workplace a better environment. If you are wondering how you can get involved, ask one of them. They could probably find a chapter duty that you might want to do. Maybe they have a vacant seat on their board. And maybe it’s the one for you!



Ratification Presentation You May Have Missed

In-depth details about the new contract

By Russell Kilday-Hicks, Vice President for Representation

In case you missed the ratification presentations on your campus, here is a summary of what was covered.



- With some exceptions, the new contract is effective from March 20, 2012, through June 30, 2014
- Either party can request reopeners on salaries/benefits in both 2012-13 and 2013-14
- There will be no general salary increase this year (it’s not as if we didn’t ask)
- Any salary reopener for the next fiscal year (2012-13) must include negotiations about CSU’s salary structure and the lack of movement through the salary ranges
- The contract includes maintenance of health, dental, vision, and life insurance benefits, including the Rural Health Care Stipend, for the life of the agreement
- Parking fees are frozen through July 2012; thereafter, parking fees:
 - Cannot be raised more than one time during each fiscal year
 - Cannot be raised more than a maximum of \$3/month (or \$36 per year total)
 - May never exceed the amount paid by students
 - Cannot be raised if there is no GSI
 - Finally, campuses cannot reduce the total number of non-reserved parking spaces.
- This victory was made possible by the huge member support for the bargaining team! You defeated the parking fee pay cut that management wanted!

- Increased workload and out-of class work are added as new criteria for granting In-Range Progressions (IRPs)
- The contract features procedural changes in Article 5 (Union rights) and Articles 7 and 8 (Grievance and Complaint Procedures). This is especially important for stewards who are handling your grievances.
- CSU will review the outdated Administrative Support, Administrative Analyst, and IT classification series
- Article 9.3 was modified to make it clear that it is CSU policy to fill vacancies with qualified CSUEU-represented employees (except for emergency hires of less than 90 days)
- The contract features expansion of eligibility for sick or bereavement leave for persons living in your household
- There now can be no involuntary transfer of employees to satellite campuses as a result of contracting out
- The contract features increased parental leave for parents and guardians of older children
- It also features new leave for serving as election precinct officer
- CSU insisted upon capping the amount of the fee waiver for doctoral programs. The program was expanded from solely EdD to all doctoral programs
- Fee waivers for undergraduate and master’s degree programs remain the same
- The contract clarifies that employees or dependents cannot be denied access to courses because they are on the fee waiver program
- The contract requires that involuntary time base reductions (i.e., reduction to a 10/12 schedule) must be governed by layoff rules
- Seniority rights (in reverse order of seniority) are protected in all layoff situations
- Re-employment lists will apply to all types of layoffs
- Whenever the university cites “operational needs” to deny any requests for leave, telecommuting, or an alternate work schedule, the administrator now must provide a written explanation of

- the reason (upon employee’s request)
 - CSUEU may appeal any grievances filed on or after July 1, 2011 (when we began a multi-month period of working without a contract) to binding arbitration.
- This contract provides stability against arbitrary changes to important benefits and seniority rights during the life of the contract
- For the bargaining team, this has been almost a two-year process. We started out with the intent to do this bargaining differently, first with meetings--lots of meetings. Then we had over 4,000 responses to our online survey, telling us that the #1 issue was keeping what we had during a time when our careers are stagnant, job security is slipping away, and the very future of the CSU is in doubt. Given the state budget, the little respect state employees are given, the anti-tax climate of the state, and a majority of trustees more focused on keeping upper-management salaries and benefits high through the “crisis,” this was a terrible time to bargain.

To explain what we could expect, how little leverage we really had, and how our only hope of getting some leverage was by creating our own, I tried to visit as many campuses as possible before things started. What made the difference was the member engagement with rallies, e-mails, petition signing, and paying attention!

What’s next? Our stewards have to be recertified under the new contract. The chapters will be offering steward training sessions for newbies.

And then there is enforcement! Without the eyes and ears of activist volunteers on the campuses watching management’s every move, the contract is worthless. The bargaining team has tried to set things up for future gains. Our issues are deeper than merely raises, as important as those are. Traditionally, a union has about a two-to-three percent activist base (those willing to do more than attend a meeting once in a while), serving only about five percent of the workforce (this can vary greatly depending on the competence

See “Ratification” on page 4

Member Spotlight: Kathleen Cole, CSU San Bernardino

By Annel Martin, CSU San Bernardino

Unit 2 member Kathleen Cole has worked for the past 20 years as a nurse practitioner at CSU San Bernardino’s Student Health Center. A journey down memory lane with her recounts her career path.

Kathi’s passion for healthcare began in 1971, when she attended trade school in Long Beach to pursue medical assistant courses. What motivated her to pursue her educational goals? As Kathi puts it, “A lack of jobs.” Also, at the time, there was an increased job market for licensed vocational nurses, and Kathi received encouragement from her mother, who worked as a medical transcriptionist.

During the time that Kathi subsequently worked as an LVN, she desired to have more autonomy as a nurse, so she pursued the registered nurse (RN) profession. She worked at area hospitals in labor and delivery, surgery, intensive care, and hospice. She and her family moved to the Inland Empire in 1984.

Kathi’s journey with CSUSB Student Health began with an RN I position in College Health. “The goal was to keep students mentally, physically, and spiritually healthy to pursue their

career goals, which is also known as holistic health care,” she states.

In 1995, Kathi earned a promotion to RN II and became responsible for the triage line, a system through which students call in with concerns and are referred to the appropriate level of care. Her interest in caring for patients went from assessing patients to rendering their complete care, through diagnosis and treatment. She was inspired by another nurse practitioner to follow the path to become a nurse practitioner (NP), as it would be beneficial to her professionally and the organization as a whole.

She completed the Bachelor of Science Nursing program at CSU Dominguez Hills in 1996 and a Master of Science in Nursing in 2000. She passed the credentialing exam and became board-certified as a family nurse practitioner. This paid off in



Kathi Cole (seated),
Annel Martin

her being appointed to an NP position in 2001, handling patient care by administering diagnosis and treatment. Kathi developed an interest in health education, specifically smoking cessation and women’s health issues. She was instrumental in the formation of the satellite campus health center at the Palm Desert Campus, providing physicals and immunization clinics.

Kathi reflects on her next career goal, stating, “I will culminate my career at CSUSB by returning to school to obtain a certificate in gerontology.” She looks

forward to serving the elderly community in the coming years and spending her spare time with her family.

Hats off to Kathi Cole. May she inspire others, just as she was inspired to help keep people healthy.

Looking Back While Moving Forward



By Joseph Dobzynski, Jr., VP for Member Engagement

For my final column as vice president for member engagement, I thought I would take this opportunity to reflect back on where we’ve been and to contemplate where we should go. The last three years have been a whirlwind of activity, with our union reacting to economic crises and internal changes not seen in California for many years.

In 2009, CSUEU went to members with a furlough offer from the Chancellor’s Office, gathered their feedback, and bargained the first of the furlough agreements throughout the state. Every chapter held at least two meetings to discuss the situation and to ratify the furloughs agreement. While there has been some concern over how it was implemented, what amazed me was the swift action and response by our union at the chapter level.

In 2010, CSUEU faced a triple threat of a bad state budget, layoffs, and a state election cycle. We put together a budget task force to analyze the state budget and worked to develop our Stop the Cuts Campaign, which was developed in a couple of joint sessions between the bargaining team and the Organizing Committee. We fought back as hard as we could against the layoffs and learned a lot in the process. We also put together an elections campaign to help Jerry Brown get elected, since the prospect of his victory was way better than the alternative. Chapters once again put in a massive effort, particularly those chapters fighting layoffs.

Last year, CSUEU faced the same threats, but now we saw incredible hypocrisy at campuses and at the CSU Board of Trustees. Many managers, administrators and incoming campus presidents received substantial compensation increases for “increased workload,” even as student fees continued to rise and our members were stuck with the additional workload that came after layoffs and retirements. State legislators were rightfully outraged, and we began speaking out at the Board of Trustees meetings against this hypocrisy. We also began to work with coalitions across the state to fight back against problems larger than ourselves, including a progressive tax plan that makes the 1% pay their fair share.

We also saw heroic efforts by our bargaining team and our chapters when we suffered the

double whammy of contract bargaining and layoff bargaining. The chapters responded again with gusto, and our statewide committees provided support. New tactics and ideas were developed and enacted to make our voices heard. In an amazing effort, we saw our chapters gather 5,000 signatures to fight back against increased parking fees demanded by the CSU, disguised as a “shared sacrifice.” Along the way, we learned new tactics like flash mobs, and we streamlined efforts at local outreach.

In 2012, we are probably facing the worst budget yet, depending on whether we can mobilize the public to pass tax initiatives this November to fill in the budget holes caused in no small part by years of tax breaks to the wealthy and corporations. We’ve been educating, engaging, organizing and mobilizing our chapters, even as they moved through their local elections. We’ve gone from making statements to taking actions, and I’m honored to have been a part of it. Against unprecedented challenges, we have reacted at both the statewide and chapter levels to meet every crisis.

In reflecting on these many challenges and actions, we are seeing an evolution in our union. We are now facing challenges too big to fight with the grievance process or at the bargaining table. No amount of bargaining or representation will put funds into the CSU budget, ensure that public services are fully funded for our members, or serve as a watchdog over the CSU Board of Trustees as it continues to give already well-compensated administrators more public money.

We need to start operating on two tracks. The first track is the one we’re currently on, identifying and reacting to challenges to our union. We know how to do this, and we do it well. The second is a development track to move from a representation model to an organizing model.

While we excel at representing our members, we are also using a majority of our resources to support the five percent of our members who have grievances or are elected to local leadership. We need to expand our base of activists to engage the 95 percent of our membership who aren’t engaged. This will involve moving resources from statewide support and representation activities to the chapters to activate the next generation of leaders. It will involve expanding our communications structure and getting members engaged in political activity. It will mean getting chapters working together on common goals to push legal or contract language to protect our members.

In closing, I want to thank everyone for your support this term. I hope I have served you all well. We can do great things when we are united in spirit and action. I am honored to be a part of this union.

CSUEU Committee Reports

Governance and operations at work

CLASSIFICATION

Chair Nancy Kobata reports that the Classification Committee has been taking a hard look at classifications throughout the system. The Library Assistant to Library Services Specialist series is not finished yet; the Classification Committee hopes it can help complete the transition. The next big project scheduled for review is the Accounting series. The committee urges everyone to keep their eyes open for job merging, which committee members foresee happening more frequently with the bad budget. Also keep an eye on student assistants in your areas; they are not to be doing our jobs or to displace staff members.

COMMUNICATIONS

The Communications Committee has been very busy, reports chair Ray Finnell.

Committee members have been holding joint meetings with the Legislative and Organizing Committees. The joint committee, known as LOC, is responsible for the elections campaign.

The committee has completed a review of chapter web pages to ensure they were in compliance with the communications guidelines adopted by the board of directors last year; we found very few problems, and the ones found are on track to being fixed.

Communications has been tasked with creating an elections web page, and members have also begun

working on the 2013 calendar and brainstorming for the spring labor poster. The group is working on a project to engage new members in union activities. As always, the committee is also writing and publishing *University Employee* and is always looking for ideas and content for interesting and informative articles.

Jennifer Schweisinger has left the committee; we wish Jennifer well, and we miss her.

FINANACE

Loretta Seva’aetasi, VP for Finance and chair of the Finance Committee, reports that statewide and chapter audits have been completed with no adjustments. The audit results continue CSUEU’s tradition of excellent bookkeeping.

Committee members are working closely with chapters and committees to keep books current and expenditures under tight control. This helps keep most expenditures germane to activities of union-wide importance.

The committee recommended to the Board that a “Committee on the Future of CSUEU” be formed immediately to assess our corporate condition, develop a vision and educate all our members on what it will take for CSUEU to continue to fight on their behalf.

LEGISLATIVE

Chair Andrew Coile reports that the committee is extremely busy researching primary and November

candidates and ballot initiatives. The group has met several times recently to fully explore all items that might affect CSUEU-represented employees. See “Primary Election Approaches, Initiatives Loom” in this issue of *University Employee* for details

ORGANIZING

The Organizing Committee, chaired by VP for Member Engagement Joseph Dobzynski, Jr., is focused on the union’s 2012 Elections Campaign. The plan is a joint effort of the Organizing, Legislative, and Communications Committees to mobilize CSUEU at the chapter, regional, and statewide levels in support of the 2012 elections. Its theme is “Vote: Your future depends on it,” and it will include messages focused on higher education.

The Committee is also continuing to lead CSUEU in the transition from a representation to an organizing union model. Committee members have evaluated and adjusted their communication structures for effectiveness. They’ve been assigned to chapters to provide support, and an organizing assessment form will soon be ready to go out to chapter executive boards.

POLICY FILE

Steve Mottaz, who chairs the Policy File Committee, reports that the group has been putting much effort into preparing several motions on governance change for the CSUEU Board of

Directors to consider. Among the ideas presented for action at the board’s meeting last March were new policies for dealing with vacancies on the bargaining unit councils and with the dates of members’ terms, along with the structure of the Representation Committee and methods for choosing delegates to SEIU International meetings.

Committee members continue the complex task of checking and cross-checking our Policy File and by-laws to be sure that conflicting sections are revised, that clauses are relevant to the operation of CSUEU, and that governance plans are in place to cover unforeseen situations that might arise.

REPRESENTATION

Ratification of the new contract has eased the Representation Committee’s burden somewhat, but enforcement demands constant vigilance. Committee Chair and VP for Representation Russell Kilday-Hicks reports that the group is making plans for training of all stewards, as required after enactment of every new contract. The committee hopes eventually to offer part of the training online; in the meantime, it is working to streamline the training process and keep it as cost-effective as possible.

The committee is dealing with increased contract violations and infringements on employee rights as budgets get tighter.

Finally, committee members are working to develop a code of conduct for stewards.



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State Budget

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off on 10 percent pay raises for new university presidents at CSU East Bay and CSU Fullerton. The move came as CSU officials announced that they would limit spring admissions to all but a few hundred students due to state budget cuts, shutting out tens of thousands of would-be college students.

If Governor Brown's proposed tax measure fails, CSU also might deny admission to up to 25,000 qualified applicants in fall 2013, while still raising the salaries of some campus presidents.

Ratification

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of management, especially HR departments). Our challenge, and the goal we have set, is to expand the activist base to ten percent, expand our membership to 75 percent (currently at 64 percent), and to expand unionism throughout the workplace and member's lives.

We must continue the campaigns to:

- Address the broken compensation and classification system during reopeners
- Fight back against contracting out
- Address bullying in the workplace and press

for campus policies to prevent it

- Bring CSU into the 21st century with work/family-friendly policies

What you can do:

- Become a member
- Get involved at any level you can
- Learn about and enforce your contract
- Consider becoming a steward
- Learn about this year's political campaigns: the legislators are debating our future
- Visit our website at: www.CSUEU.org

What Are PACs?

A political action committee, or PAC, is an organization in the U.S. dedicated to raising and spending money to either elect or defeat political candidates, ballot initiatives or legislation.

Most PACs are directly connected to corporations, labor groups, or recognized political parties. Examples include Microsoft (a corporate PAC) and the Teamsters Union (organized labor). These PACs may solicit contributions from their employees or members and make contributions in the PAC's name to candidates or political parties, including both the Republican and Democratic parties.

Last year, CSUEU formed its own PAC to help elect candidates who respect and value CSU employees and who work to defeat ballot initiatives and legislation that threaten our interests.

These officials know that the approximately 15,000 employees represented by CSUEU are a formidable force. They give us support by moving bills through the legislature, speaking out against those who target our benefits, and being there for us in many other ways.

For further information about the CSUEU PAC, contact Legislative Committee Chair Andrew Coile via email at acoile@csueu.org.

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

Items of statewide interest

BU 2

Unit 2 Chair Tessy Reese reports a wide range of issues impacting Unit 2 members. Problems such as salary inequities, retention, attrition, and explosive workloads are the major culprits, due to budget constraints. Tracking hours for the athletic trainers continues to be a problem. Reorganization of Health Centers is affecting temporary workers.

Be sure to contact Reese and Senior Labor Relations Representative Teven Laxer if your Health Center managers impose any new policies impacting members, since such new policies are subject to Meet and Confer.

Another change on the horizon affecting Unit 2 is the implementation of International Statistical Classification of Diseases and Related Health Problems, 10th Revision (ICD-10), a revised medical classification list which will require training for all providers.

The council has welcomed two new Unit 2 reps, Sandra Strang of Cal Poly Pomona and Rosemary Tilman-Kellum of CSU Long Beach. The council wishes Cal Poly Pomona nurse practitioner Dorothy Davis good luck on her recent retirement.

BU 5

Unit 5 Chair Sharon Cunningham reports concerns over contracting out, a statewide problem which has massive effects on workload. She has urged Unit 5 reps to be vigilant in reporting all violations to campus stewards and to keep an eye out for—and file grievances on—position postings that are misclassified. There is a continuing statewide problem with uniform cleaning standards.

Educating members about health and related developments proves to be a challenge, especially when cleaning athletic fields, gyms, etc., where methicillin-resistant *Staphylococcus aureus* (MRSA), a staph infection, is rampant and could pose a health and safety risk.

Cunningham reminds reps of the upcoming CSUEU statewide elections. She encourages members to run for office but to be aware of the time-consuming responsibilities that go with holding office, including having to serve in the absence of the chair or vice-

chair on committees or in meet and confers throughout the state.

Cunningham gives kudos to those chapter leaders who have challenged management on contracting out, as some of these challenges have resulted in IRPs and promotions.

The BU5 Council will be creating a newsletter in the near future to keep members better informed. Stay tuned.

BU 7

Unit 7 Chair Michael Brandt has announced that he will not be serving on the council after his term expires, and he has encouraged everyone to stay involved and run for office. He has turned the chair over to Vice Chair John Orr. Brandt will be missed by all.

In recent months, Unit 7 was busy with bargaining and contract ratification. Council members are keeping their eyes out for temp-only hiring, which seems to be a systemwide problem. Misuse of student assistants is being monitored, as is a health and safety grievance on the misuse of parking officers to do police work. One chapter is fighting a hostile work environment and sexual harassment in the police department. The accounting series is also on the radar.

Lack of mobility/recognition in the CSU is being discussed. For example, one ACS I failed to obtain a promotion for nine years at the CSU, despite an advanced education and good work; then she was hired by Stanford as an associate director!

BU 9

Chair Rich McGee reports that, like the other units, Unit 9 has been busy with contract bargaining and ratification.

Unit 9 is in the midst of the conversion of Library Services Specialist series employees to unit 9. Reps are encouraged to continue monitoring the process on their campuses.

Problems for real-time captioners continue on many campuses. Campuses should make sure that the CSU is offering the jobs to hourly intermittents before contracting out.

Synergy is a term that has arisen in the CSU as management looks for ways to cut costs. This could severely impact our members. As people retire or leave the CSU, positions are not being filled. Instead, the work is being contracted out. Without displacement, this is very hard to fight; chapters are encouraged to keep this on their radar. The council reminds members that only an appropriate

administrator can call an employee back to work—not a student, dispatcher, police or automated system. The council continues to watch student assistant jobs to make sure students are not doing our work. Student assistants need to be under direct supervision and must be employed in the area of their studies.

BU 12

SFSU Head Start employees are preparing for negotiation of a new collective bargaining agreement to succeed the current contract, which expires in May. Despite a setback to the bargaining team with the retirement of tireless team member Dorothea Lawyer, the team moves forward in preparing, and it met the deadline to sunshine its proposal. The Office of the Chancellor's team, on the other hand, did not sunshine by its deadline.

Members Deborah Delligatti (chief steward), Ravelle Taylor, and Jen Yin-Ma have met with San Francisco State Chapter 305 President Sandee Noda, VP for Representation Russell Kilday-Hicks, Labor Relations Representative Jerrie McIntyre, and Senior Labor Relations Representative Lois Kugelmass on several occasions for preparations. The bargaining team membership had not been finalized at press time, and bargaining dates had not yet been set. Further news will be posted as it becomes available.

BU 13

English language instructors at CSU Los Angeles have recently been in contract reopener negotiations over salary, reports activist Denise Minin. Their proposal for a salary increase has met stiff resistance from management, which doesn't seem to understand that BU 13 members do have employer-provided health care benefits. Their workload has also increased due to the success and growth of the CSULA English Language Program, which is self-funded through student tuition.

This success is due in large part to the instructors' popularity and accomplishments. Many of them hold master's degrees, and some have earned PhD degrees as well; all have experience in their field. Though more funding is being brought into the program, it is not being shared with those whose efforts are mainly responsible for the expansion.

The current contract expires on December 31. Minin and the other ELP instructors hope full-contract negotiations will resolve the salary problem and other issues.