

University Employee

California State University Employees Union/SEIU 2579

The backbone of the CSU, representing Bargaining Units 2 (Health Care) • 5 (Operations) • 7 (Administrative) • 9 (Technical)

CSUEU/SEIU 2579 • Affiliated with the California State Employees Association • Call CSUEU toll-free: 1-866-763-1452 October 2010



We're on
twitter
follow us
@CSUEU

Sign up at
www.twitter.com/csueu

BOARD OFFICERS

Statewide leadership
President
Pat Gantt 530.570.5803
Interim Vice President for Organizing
Loretta Seva'aetasi 415.338.2389
Vice President for Finance
Loretta Seva'aetasi 415.338.2389
Vice President for Representation
Russell Kilday-Hicks.....415.310.3823

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) 619.594.5799
Rick Berry (VC)..... 909.380.6382
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 Perry 916.454.9330
Classification
Nancy Kobata 559.278.5268
Communications (UE editor)
Ray Finnell..... 661.654.3123
Finance
Loretta Seva'aetasi415-756-5101
Legislative
Natalia Bremer..... 415.338.3652
Organizing, Acting Chair
Joseph Dobzynski, Jr..... 805.437.3279
Policy File
Steve Mottaz 707.826.5658
Representation
Russell Kilday-Hicks..... 415-310-3823”

Administration
Chief of Staff (Sacramento HQ)
Philip Coonley..... 916.319.4800

Election Crucial to Higher Education

CSUEU endorses candidates, recommends measures

By Ray Finnell, CSU Bakersfield

What would California under Meg Whitman's leadership be like for state employees? How about under Jerry Brown? The consequences of the November general election will be far-reaching and deep regardless of which candidates win and which ballot measures pass. As California voters, we hold our future in our hands. With the election on November 2, we will soon have a better indication of where the next few years may take us.

Among the most important decisions the electorate will make is electing the state's chief executive. Following hard on the heels of the Schwarzenegger reign, the nation's worst economic slump in almost 80 years, state coffers running dry when the budget can't be settled on time, and enormous deficits, the state is yet again faced with a dire budget. The departing governor changed his tune 180 degrees in January, when, at long last, he voiced support for higher education in the form of a proposed \$365 million increase to the CSU budget. Legislative proposals from both houses included similar increases, likely due to pressure from activists, the press, and the public. Whether the governor and the legislature will be able to set aside other differences and sign into law a significant amount for education still remained to be seen, at press time, in this unbelievably long stalemate.

Republican candidate Meg Whitman has said repeatedly that she intends to solve budget problems with cuts in state employee costs, including CSU and UC personnel. She has

attacked public employees, and, not surprisingly, can claim no endorsements from public labor organizations. Whitman's major opponent, Democrat Jerry Brown, has sought and received endorsements from public employee unions, including CSUEU, SEIU, and CSEA Retirees. Brown may lack Whitman's millions in

funding, but he appeals more widely to grassroots voters.

In theory, Brown has the upper edge if only pure percentages are

considered: Democrats make up 44 percent of the state's registered voters, and Republicans comprise 31 percent. The importance of voting is emphasized by that 13 point difference: if all Republicans vote, if only 71 percent of Democrats show up at the polls, if everyone votes along party lines, and if no third-party candidate takes more than 31 percent of the votes, Whitman wins. Lots of ifs, but the possibility is very real, and the consequences for higher education could be disastrous.

Another critical issue for both parties: which party will have the majority in the legislature

See "Election Crucial" on page 3

"Vote—and advocate—as if your future depends on it."



Candidate Recommendations

Governor	Jerry Brown
Lt. Governor	No endorsement
Secretary of State	Debra Bowen
Controller	John Chiang
Treasurer	Bill Lockyer
Attorney General	Kamala Harris
Insurance Commissioner	Dave Jones
U.S. Senator	Barbara Boxer
Supt. of Public Instruction	Tom Torlakson

Recommendations on ballot measures:

19	No recommendation
20	No recommendation
21	Support
22	No recommendation
23	No recommendation
24	Support
25	Support
26	Oppose
27	No recommendation



President's Message

From the desk of Pat Gantt, CSUEU President

California now has the latest state budget in its history. The impacts of the current year budget cuts are all around us on the campuses. CSUEU has been hit with layoffs of numerous permanent employees. That is on top of many temporary employees not rehired. In addition to the layoffs and loss of temporary employees there appears to be a significantly smaller number of positions than two years ago. Most of these are positions that have been lost to attrition; employees have left the CSU or retired, and their positions have not been filled. There is also the trend of restructuring on the campuses; CSU administration has either given or proposed hundreds of reassignments over the last several months.

The sum of all these factors is increased workload for all of us in one way

or another. We're typically good-hearted and dedicated to our departments, programs or work areas. Over the years we all have pitched in and done extra work. Workload issues may take the form of working a little longer, taking on a few more tasks, or even taking work home. Please look back and think of your CSU work life over the last five years. Can you measure it or describe it? Have you worked extra hours and not turned in overtime? All of these things must be documented to ensure that you have a reasonable workload and assignment and are recognized for the work you do. The CSU has taken most of our extra work for granted. We should not take the work for granted and should raise the issue any place we can. We cannot be stretched any thinner without additional impact on service to students, faculty, and administrators. Contact your local steward

for assistance with your job description and workload issues.

There will be an important election on November 2. CSUEU has endorsed candidates and ballot measures; the complete endorsements are in this edition of the *University Employee*. I would like to point out that we take the endorsements very seriously and have researched the people and the issues to protect the interests of all of you we represent.

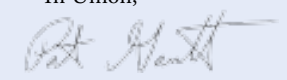
At the top of the endorsements list is Jerry Brown for governor. Jerry Brown has the experience, intelligence and drive to address the issues facing the state of California. His main opponent, Meg Whitman, has no governmental or political experience and has promised to cut 40,000 state workers, including university employees. Sound familiar? Our current governor had no political or governmental experience and

has consistently attacked the public sector workforce, our pensions and the services we provide. Jerry Brown understands the role of the CSU and public higher education. He recognizes that legislators made long-term CSU budget cuts to shift general fund dollars to the prison system; the state now spends more on prisons than universities. He has promised to reverse that trend and get the Master Plan for Higher Education updated and re-energized to serve the public that it was supposed to benefit.

Please take the time to review all of our endorsements.

Be sure to vote on November 2: Your future depends upon it!

In Union,


Pat Gantt

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

Please check the Budget Central section of the CSUEU web site, www.csueu.org, for the latest news about layoffs.

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

State Budget Battle Continues

Protracted battle hurts state services, citizens

By Ray Finnell, CSU Bakersfield

One of the many twists to California's state budget saga came a few weeks ago when the CSU Office of the Chancellor (CO) directed campuses to plan on no increase in operating funds for this fiscal year. Following FY 2009-10, arguably the worst budget year in CSU history, this can't be good news for higher education.

Furloughs are in the past, at least for now, and most CSU employees are back on 100 percent salary, which helps push CSU's budget needs beyond last year's allocation; the budget must now be increased to restore most of the more than \$275 million saved last year by furloughs. Otherwise, the CSU will need to save money again. If the CO's directive to plan on no budget growth over last year becomes necessary, we're already that much in the red, even without a budget from Sacramento yet.

This year's stalemate has the dubious distinction of being the longest in history, surpassing 2008, which was 90 days late. Whenever the budget is late, higher education takes a hit.

"In most budget cycles, the later the budget, the more CSU's allocation gets cut."

—CSUEU President Pat Gantt

"In most budget cycles, the later the budget, the more the CSU's allocation gets cut," says CSUEU President Pat Gantt. The services that legislators consider non-essential get chopped first, before departments such as public safety. Traditionally, when budgets get tight, education has fared slightly better than the arts, which isn't saying much.

But is higher education truly "non-essential?" CSU, UC, and community colleges are important to the state's future and are crucial for recovery from recession. Legislators and even Governor Schwarzenegger apparently listened to reason and have pledged to support us better than in years past. In January, Schwarzenegger



pledged more than \$360 million to the CSU and further funds to the UC and community colleges. He has publicly held true to that vow at least three times since. Both parties in the legislature have echoed that support, with similar amounts proposed in their stabs at the budget.

Neither party holds the supermajority of votes required to pass budgets or raise taxes. The governor holds veto power, and it's unlikely that 2/3s would come together to override a veto. At least 67 percent plus the governor must compromise enough on line items to create a budget, and, so far, they haven't succeeded. Some pundits had speculated we wouldn't see significant progress until after the election.

Certainly a projected deficit of more than \$19 billion is a daunting mountain to climb, and there will be casualties along the way. Many have publicly asked if education is more important than in-home support services for elderly and house-bound citizens, for example. The March 4 and October 7 campaigns for better education funding, which CSUEU supported, took the stance that education is a better investment than incarceration. Philosophically, that may be true, but just as true in many minds is the sense of security that three strikes instills and the belief that it shouldn't be traded for diplomas is equally strong.

See "Budget Battle" on page 6



By Donna Melendez, CSU Los Angeles, and Annel Martin, CSU San Bernardino

Furloughs, Farewell

CSU returns to full-time status

The furlough option during FY 2009-10 was to have been a stop-gap to the budget crisis. Trying to help plug a gaping hole to the tune of \$584 million, CSU's share of the pain, appeared to be an insurmountable task, to say the least. As the bulk of the savings had to be in labor costs, those on the firing line of the union bore the brunt of reaching an agreement which spared the largest number of represented employees the most harm. For CSUEU's newly elected bargaining team members, it was an enormous initiation. The task was their baptism by fire.

For members, the idea of trading 9.2 percent of one's salary for two days off a month during an entire fiscal year was a most challenging decision, one that needed to be made quickly. There was grumbling from some quarters, but furloughs were a means to an end, even if they didn't provide a permanent fix. One of the toughest parts of the process fell to bargaining team members

when they had to face the membership statewide and explain the proposition as a viable method of mitigating job losses. But members overwhelmingly displayed the true meaning of commitment to our students and to the state by voting in favor by an astounding 80+ percent. The vote margin attests to the unselfishness of our members, something of which we can all be justly proud.

Some employees, such as public safety workers, were exempt from furloughs from the start, due to the nature of their jobs. Then, not long into the fiscal year, came the exemption of Health Center employees, due to the H1N1 (flu) outbreak, which galvanized the entire nation. How could our Health Center members react effectively to this threat if they were on 90 percent status? Health Center employees were called upon to respond to the needs of students, faculty and staff as well as community. Most Health Center directors have a difficult enough time dealing

with staff absences during planned time off and sick days. What a staffing nightmare this would be if Health Center employees were required to take an additional two days off per month!

"All employees made some type of sacrifice, be it financial, psychological, or social."

Although furloughs are not the most popular option for most employers, in this tough economy they are sometimes necessary. During

See "Furloughs, Farewell" on page 4

2, 5, 7, 9: Bargaining Unit News

Items of statewide interest

The main activity for all Bargaining Unit Councils (BUCs) recently has been dealing with layoffs. Fighting for the rights of those affected has consumed thousands of hours and countless miles of travel to those campuses that have invoked Article 24. Additionally, BUCs have been vigilant about defending classification and workload violations of those not affected, as management has attempted to distribute duties to remaining employees.

These reports address issues and current news items from our diverse membership.

BU 2

The Bargaining Unit 2 Council has been busy coordinating efforts to reclassify LVNs and phlebotomists, a difficult effort on most campuses. The reclassification process calls for at least a five percent increase pay for most employees and involves meticulous desk auditing, plus research about similar positions. So management fights hard to thwart the effort.

Though few Unit 2 employees have been notified of layoff, employees throughout the system have been affected by increased workload. BU 2 Chair Tessy Reese and the rest of the BU 2 Council have had their hands full investigating numerous cases of contract violations, as well as defending against layoff with the other bargaining team members.

Reese reminds us all to prepare for the flu season by getting early flu shots. This year's flu vaccine contains both regular flu and H1N1.

Stay tuned for more Unit 2 news as the council prepares a soon-to-be-released newsletter.

Stay healthy in 2010.

BU 5

Chair Sharon Cunningham reports that she has been extremely busy representing BU 5 employees who have received layoff notices at several campuses. The good news is that, proportionally, BU 5 members have not been targeted for layoff as much as employees in Units 7 and 9. That's little consolation, though to those who have been notified, and Cunningham has been in the trenches to save her represented employees' jobs.

Ongoing concerns include workload and ensuring that assigned duties stay within proper classifications.

For grounds workers, dealing with heat stress, dust, pollen, and pollutants requires proper techniques. For grounds workers, custodians, and others who work with chemicals, personal protection equipment is important. Safe techniques when operating machinery is a concern as well.

Employees who feel unsure about any safety procedure or work situation should ask their supervisor and keep their CSUEU representative informed throughout the process until they are sure they can work safely.

BU 7

Chair Michael Brandt proudly points out that, at long last, the new Reprographics Specialist Series has been finalized, "a process that has been 11 years in the making," he states.

Brandt credits the recent agreement to the hard work of participants in the committee that was formed late last year for the latest round of negotiations: Laura Lockett, Matt Brunner, Richard Duarte, Rich McGee, and Rocky Sanchez (who attended a two-day meeting in a wheelchair while recovering from surgery), along with employees from area campuses. What dedication!

The BU 7 Council has other battles brewing, including layoffs and lack of movement through salary ranges. As have their counterparts in the other Bargaining Unit Councils, Brandt and Vice Chair John Orr have been racking up mileage while bargaining layoff agreements across the state and working furiously to have layoff-notified employees retained.

BU 9

"The last several months within Unit 9 have been, in a word, hectic!" according to BU 9 Chair Rich McGee. Unit 9 employees have received layoff notice at several campuses, for both "lack of funds" and "lack of work."

One campus tried to convert 12/12 employees to 11/12 in an attempt to circumvent Article 24 of our contract. In response, McGee and Vice Chair Alisandra Brewer have been traveling up and down the state, meeting repeatedly with both the affected employees and management. Whenever layoffs hit the CSU system, Unit 9 employees tend to be hit hardest. "Perhaps because so much BU 9 work is performed behind the scenes, the CSU may possibly feel that we're somehow not working as hard as other employees," says McGee.

Many Unit 9 employees' exempt status makes it seem to management that they can work 24/7 without additional recognition. It is imperative that position descriptions be updated as soon as possible. Within seven days of starting on the job, management must issue a specific position description to each employee.

"As your job changes and your duties evolve, you have the right under the contract to have your position description updated," explains McGee. "Responsibilities shift and change constantly as technology evolves, especially in Unit 9. If you haven't seen a recent position description for your work, please request an updated position description from your manager, citing your rights under Article 17.9."

Election Crucial

continued from 1

starting November 3? Even though Democrats currently hold the majority, they are two seats shy of the supermajority needed to pass annual budgets and to increase taxes. If the governorship goes to Whitman, a Democratic supermajority in the legislature could mean hope for state programs that Republicans have vowed to slash. The largely partisan competition is sure to be fierce. The outcome of the legislative races could also be profound for higher education.

Less high-profile are the battles over ballot measures. The outcomes of several initiatives will also be of grave importance to public employees, however. Prop 21 would allow state parks to generate income independently of the state general fund, which could free up more funding for higher education. Prop. 24 would change how businesses write off losses and could increase state revenues significantly. Prop. 25 would change the 2/3 majority requirement to pass state budgets to a simple majority (it would retain the supermajority requirement for tax increases). Prop. 26 would raise the vote threshold for certain levies and charges from a simple majority to 2/3 of the legislature, thus potentially greatly reducing available funding for higher education.

Some of the most vehement debate of this election is over Prop. 25. If it passes, the ramifications for state programs that are dependent on the general fund will be profound, depending on which party holds the majority vote. California would thankfully lose its position as the only state in the nation that requires supermajority approval of both budgets and tax increases.

CSUEU's Legislative Committee and Board of Directors have studied the candidates and ballot measures carefully, assessing which would exert the best influence for us. They have endorsed the following candidates:

The race for leadership of one of the nation's most important states has turned public programs into pawns that could suffer more than they recently have, depending on how voters react. Our future depends on activism by each and every one of us, including calling friends and neighbors and talking to casual acquaintances. We need to explain how all-important funding for higher education is directly dependent on who runs the state and what laws are adopted. The outcome is of vital importance to students, the state's future.

Adapting a tried and true phrase, "Vote—and advocate—as if your future depends on it."

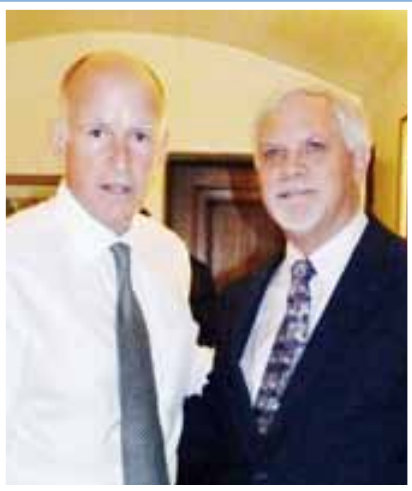
Voter Registration Is a Key for November Success

Making our voices heard at the ballot box is more important than ever!

You can pick up a voter registration form from your CSUEU chapter leaders or at your county elections office, library or U.S. Post Office. You'll find a link to an online form at www.CSUEU.org.

Your county elections office must receive your voter registration form **no later than Monday, October 18.**

For those who are already registered to vote, absentee voter applications will be accepted through **October 26**, and absentee ballots will be accepted through **November 2.**



Jerry Brown with CSUEU President Pat Gantt

Layoffs Hit Hard



Lives devastated, campuses disrupted

By Leanne Bowes, Sonoma State and Ray Finnell, CSU Bakersfield

296: the number of layoff notices that went out on nine CSU campuses up and down the state

125: the number of notices the CSUEU has gotten rescinded

167: the number of employees currently in layoff notice or have been laid off

231: the number of temporary employees who were not reappointed on 17 of the CSU campuses

"I regret to inform you..."

Those words, read under a number of life-changing circumstances, strike fear, sadness, and a swarm of other emotions into recipients' hearts. Since late January, nearly 300 full-time and probationary CSUEU-represented employees have received letters that began with these five words. In addition, almost 170 temporary employees were notified that their appointments wouldn't be renewed.

Ironically, an employee at the Office of the Chancellor was hit first. That layoff notice, which some union activists saw as a warning shot across our bow, was a mere hint of things to come. Next came a bombardment at East Bay, with 86 employees being notified. The siege continued through July, with letters going to new hires and old timers alike. There seemed to be no rhyme or reason to explain

who was targeted or why. In all, nine chapters were sent scrambling to bargain to get people back to work after the emotional turmoil of being told they would be off payroll. Similar upheavals unfolded at several more campuses that lost employees with temporary appointment status.

It seems the layoffs were targeting academic departments, although some employees in other departments received notification as well. The CSU's goal appeared to be to force academic departments to work 11/12 or 10/12 schedules. Rather than making a formal change to working conditions by following other contractual articles, though, layoffs were the persuasion tool of choice—and a messy, devastating one at that.

Even campuses that didn't go into layoff felt pain, too. Many were able to save jobs by

leaving vacancies unfilled. Seventeen campuses didn't rehire many of their temporary employees. With this being said, we are seeing campuses use layoffs and the budget to deny reclassifications which are clearly warranted. After all, many employees have taken on additional duties with both layoffs and non-retention of other employees. Management would often tell employees there wasn't enough funding for reclassifications. After one such case, one campus made a U-turn and engaged an "emergency hire" (so they wouldn't have to post the job). What happened to "there isn't enough funding?" Was the CSU using the budget crisis to get rid of unwanted jobs? Unwanted people?

Keeping our people employed was the bargaining team's #1 goal. The team hit back at See "Layoffs Hit Hard" on page 4



Organizing Committee Reorganizes

"The first step of any organizing effort is to educate the membership"

CSUEU's Organizing Committee has been taking a long, hard look at itself as the organization has endured multiple challenges throughout the past year. This summer, the Board of Directors appointed Joseph Dobzynski, Jr., chapter president at CSU Channel Islands, as the committee's acting chair, and the committee soon after began to re-form itself, its tactics, and its mission.

In recent months, represented employees have heard from Organizing Committee members about the union's shifting demographics and resulting changes to the organization.

"CSUEU's percentage of members versus fee payers has grown significantly in the wake of furloughs and layoffs," said Dobzynski. "Our job now is to engage members, moving them to action at the chapter and statewide level."

Committee Organizing

At its June meeting, the CSUEU Board of Directors took a survey to help clarify board members' expectations of the Organizing Committee. Survey responses revealed a few common themes.

Board members consider coordinated campaigns to be a victory for the committee, particularly the Stop the Cuts Campaign, which was developed earlier this year with the bargaining team. This plan for protecting members' jobs and preserving CSU's funding in the proposed state budget has brought a new kind of pressure to the bargaining table and helped activists bring volunteers out of hiding.

Board members also place a high priority on member engagement. The committee plans to further engage the membership through the use of an annual survey covering needs across all CSUEU committees.

A number of chapter leaders have recently been requesting assistance to do more than the usual membership drives, so, in response, the committee is developing and posting resources for chapter development and events, including tabling, charting/mapping, and rallies, to the CSUEU Activist Cookbook, a secure wiki with oodles of organizing information. This information will eventually be bound together in an organizing handbook.

"We need to stop re-inventing the wheel when it comes to organizing activities," said Dobzynski. "Our chapters have already won victories and learned lessons that can be harnessed to build a chapter structure with a deep pool of activists."

Coordinated Campaigns

Campaigns involving the Organizing Committee exploded earlier this year, beginning with the March 4th National Day of Action to Defend Public Education. On March 4, a variety of events took place at each chapter, including rallies and marches.

In early April, the Stop the Cuts Campaign development meetings were followed by the first rally to save jobs at CSU East Bay, followed quickly by a rally at San Jose on April 29. May brought a second rally to San Jose during layoff bargaining. A visit to Sacramento to assist

the local chapter in charting and mapping was the committee's June activity. Chapter trainings and presentations across the state were the focus for July.

"The biggest challenge of our committee is that each chapter is at a different level of organizing," said Dobzynski. "Whenever we stopped at a chapter this summer, we had to evaluate the strengths and weaknesses to determine the right direction."

Member Engagement

The committee is reaching out to engage members to build a pool of activists. The Stop the Cuts Campaign has brought back that cornerstone of union organizing, commitment cards, which were distributed this summer to chapter leadership to identify new volunteers.

The committee will be implementing a new communications structure with the implementation of a monthly teleconference to provide chapter organizing chairs with regular updates on activities and projects. Dobzynski is also planning a monthly e-mail update with details on organizing activities.

"From the Trenches," the committee's official blog, is set to be published bi-weekly, featuring a rotating authorship among the committee and special guests. It's intended to be more opinionated than a mere committee report and will cover a range of timely topics.

And the Committee Members are...

"No, the work never ends, but we wouldn't like it any other way," laughs Dobzynski. "I couldn't ask for a better group to work with."

Members of the Organizing Committee are:

Acting Chair/Board Member	Joseph Dobzynski, Jr.	CSU Channel Islands
Board Member	Chuck Constantine	California Maritime Academy
At-Large Member	Janet Gonzales	CSU Long Beach
At-Large Member	Linda Nuñez	CSU Los Angeles
At-Large Member	Sandee Noda	San Francisco State
* At-Large Member	Neil Jacklin	CSU Stanislaus
* At-Large Member	Marie de la Cruz	CSU East Bay
Staff Assigned	Brenda Brown	

Dobzynski welcomes organizing ideas and comments from anyone. He can be reached at jdobzynski@calcsea.org

January Sunshine:

Contract Bargaining Begins Soon

First full contract negotiations since 2006

CSUEU's current Collective Bargaining Agreement (CBA) is set to expire on June 30, 2011. Members may recall that in May, 2009, when the budget horizon started looking dark, CSUEU and the CSU agreed to a two-year CBA extension covering 2009-11. CSUEU's strategy was to freeze what we had rather than expose ourselves to potentially devastating losses at the table as money became tighter. So far, the plan seems to be successful in helping us maintain footing on ground that is rapidly eroding.

This round of contract negotiations could be challenging. Both sides are more entrenched than two years ago, and pressures have been intensified by events of the past year. CSUEU-represented employees have lost jobs. CSU has lost money and stands to lose more if the legislature fails

to honor funding pledges that the governor and various committees have made.

On what issues will the CSUEU bargaining team focus? That's up to you, the members of CSUEU. Before decisions are made on bargaining priorities, your team will solicit feedback regarding what matters most to you. Kilday-Hicks and the bargaining team welcome grassroots input and work to attain the best agreement for the largest number of CSUEU's represented employees.

Referring to the process of making contract proposals public in advance of negotiations, Kilday-Hicks said, "We'll sunshine our proposals in a few months, see the CSU's proposals, and build on our existing strategy from there."

The bargaining team gathers input from represented employees and field staff—those activists with the most experience dealing with day-to-day issues at the chapters. Other members of the team are: CSUEU President Pat Gantt, Bargaining Unit 2 Council Chair Tessy Reese and Vice Chair Pam Robertson, BUC 5 Chair Sharon Cunningham and Vice Chair Richard Berry, BUC 7 Chair Michael Brandt and Vice Chair John Orr, and BUC

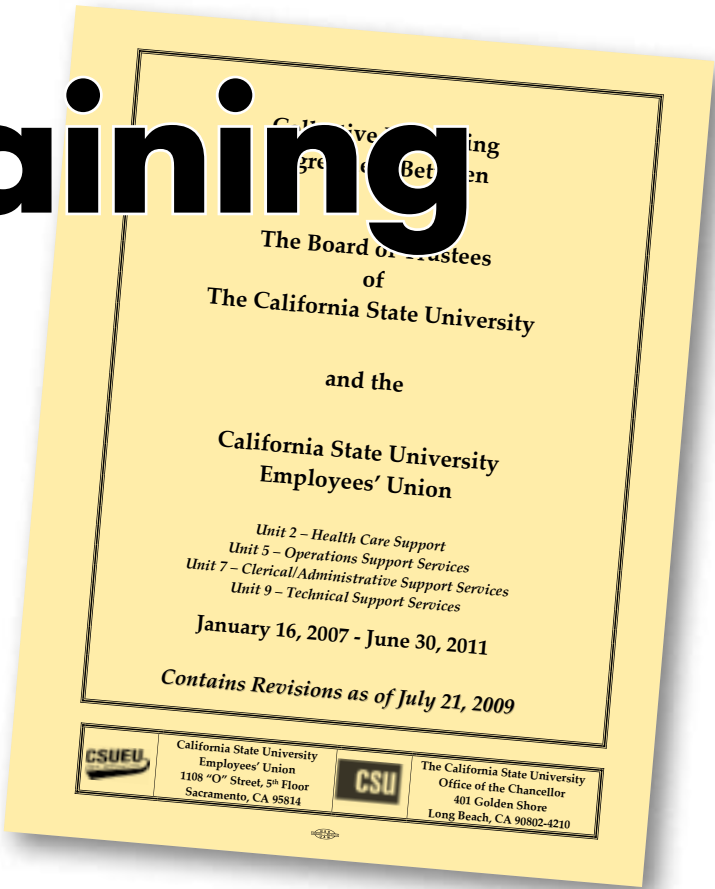
9 Chair Rich McGee and Vice Chair Alisandra Brewer. Senior Labor Relations Representative (SLRR) Lois Kugelmass sits in the hot seat of chief negotiator, and Chief of Staff Phillip Coonley and SLRR Teven Laxer also provide staff support to the team.

Bargaining has continued beyond the expiration of current contracts in the past. In 2006, an agreement was elusive for months after its expiration on June 30. Both sides finally signed the document on January 16, 2007. Nonetheless, we were covered under extensions of the previous CBA, and many terms of the new contract were retroactive to July 1, 2006. Whether this type of scenario will happen this time around is unknown. A safe assumption is that negotiations will be difficult, given the uncertainty of shrinking state funding sources, along with

a new governor and legislature taking office.

CBA bargaining sessions have at times been held at different campuses around the state. At other times, negotiations have taken place at the Office of the Chancellor.

CSUEU's Organizing Committee is working on plans to make your presence felt during all bargaining sessions. Stay tuned for details on how you can help influence the decisions that will affect your future.



Furloughs, Farewell

continued from 2

our year of furloughs, all employees made some type of sacrifice, be it financial, psychological, or social. They were willing to give of themselves to save as many jobs as possible and to help protect their own positions.

Many employees have referred to "the furlough afterglow" as financially painful. Adjusting to a decrease in pay for one year resulted in stressful situations. Some employees had to take on additional jobs to support their families, which caused them to be away from family and friends. Others, however, expressed the afterglow as somewhat positive in nature, as furloughs provided them with more time to spend with family and friends—an

extended or short-lived vacation, if you will. Time away from the job was often seen as beneficial.

On the down side, additional pressures on the job made for more stress. Job blending, assignment of additional tasks, and in many cases, supervisors failing to adjust workloads to the shorter schedules all caused friction. Although the furlough agreement was very clear on these issues, CSUEU nonetheless had to advocate for many employees' rights.

In retrospect, the furloughs program yielded mixed results. Jobs were saved: the loss of up to 5,000 positions statewide was avoided. A small fraction of that number have recently been lost as we've

entered the new fiscal year, but nothing like the numbers projected had we not agreed to furloughs. The hardship on us was difficult to bear—too weighty for some, who left the CSU. Workplace stress soared, but for many, time off the job was of higher quality. Emotional equilibrium and schedules were upset. Frustration levels spiked, and bank accounts sank.

Would most of us do it again? It's difficult to predict. Those who feel that layoffs wouldn't affect them say no. Others say yes, they'd trade a bit less income for a bit more security and peace of mind through benevolence.

Hopefully, we won't be faced with that decision again.

Layoffs Hit Hard

continued from 3

those campuses whose management failed to properly follow contractual procedures, filing grievances and pummeling HR directors and Office of the Chancellor labor representatives in meetings. Team members spent more time on sister campuses than their own for weeks on end, waking up some mornings trying to remember what town they were in. Frequently they would finish a day's tasks at one campus early in the evening, then travel for four or five hours before getting a few hours' sleep at the next location, followed by an early morning meeting to begin that day's sessions. A big "thank you" goes out to each and every one of them! Their dedication to CSUEU and the cause has been immeasurable.

It takes a collaborative effort to defend those singled out for termination. Each campus' union chapter executive board and stewards, the Organizing Committee, the bargaining team, campus activists, other statewide activists, and CSUEU staff all work on layoff cases. It takes hours, days, and weeks to gather and sift through many layers of information and to develop strategies and tactics. Layoffs are not a quick, cut and dried process.

Team members discussed individuals' specific cases with management and leveraged whatever could be found for the affected people to keep them employed, in addition to bargaining the general terms of the layoff agreements. The team had to gather and analyze seniority points across all affected classifications to ensure that CSU had calculated them correctly. They had to carefully examine prior classifications and service time in those classifications to determine both possible retreat rights and the potential effects of bumping. Every affected employee was interviewed by either local union leaders and/or the bargaining team.

Let's not forget furloughs were simultaneously in effect through June 30; we all stepped up and took one for the team. We should all be proud of what we sacrificed to save jobs where we could. Furloughs helped save many hundreds, if not thousands, of jobs. Without furloughs during the last fiscal year, the layoff situation during this fiscal year would be much worse.

The effects of losing employees will linger for years, both at the campuses and in the impacted individuals' lives. Losing employment in this economy is terrible and may well lead to bankruptcy, foreclosure, and repossession. Depression is common among those affected. They need our compassion and assistance in many small and large ways.

On the campuses, pieces must be picked up somehow, or tasks must be deemed not of highest priority. Since our ranks are traditionally understaffed, though, "not of highest priority" takes on a new meaning, such as, "unnecessary." Leaving vacant positions unfilled is an everyday management practice, to save funds, regardless of service degradation or classification violations. Job-blending is a tactic on which CSU relies even when finances aren't tight; it's become par for the course recently, as has overload in general. Each of us is obligated to safeguard our rights and to inform our chapter stewards of violations.

"Layoffs are the worst thing that can happen to a union," says CSUEU President Pat Gantt. Your union is still working to mitigate the effects of the 2010 layoffs, and, under terms of the contract, will be monitoring for the next five years those campuses that invoked Article 24. CSUEU is also engaging in activism to help avoid layoffs and their destructive impacts in the future.

Mobbing: Another Form of Harassment

Ganging up on someone is dangerous, intolerable

*By Annel Martin,
CSU San Bernardino*

Of all the workplace hazards, mobbing is one of the least acknowledged and least addressed. Yet almost everyone has a story to tell about either observing, taking part in or being the target of this destructive form of group behavior.

Social scientists use the term "mobbing" to describe human behavior in the workplace—behavior, that is, that creates terror when an individual is frequently harassed over at least a six-month period by a group of individuals. Emphasis is placed on the heavy mental strain to the victim¹.

Humans aren't the only species to engage in this behavior, as "mobbing" also applies to some types of birds and other species who stalk potentially dangerous predators and other prey cooperatively by attacking and harassing them.

On the Urban Dictionary web site (Sept. 13, 2007, <http://www.urbandictionary.com>), Lacy Sloan describes mobbing as group bullying in which one or more employees covertly attack another. Mobbing and bullying consist of psychological and emotional terrorism in which one person is driven into a helpless position. Usually the victim becomes the focus of scapegoating, rumor, and innuendo.

In "Emotional Abuse in the American Workplace," an article on the Mobbing USA web site, June 30, 2006, <http://www.mobbing-usa.com>, co-authors Noa Zanolli Davenport, Ruth Distler Schwartz, and Gail Pursell Elliott describe mobbing as an assault in the corner office, in cubbies, on the assembly line, or in the board room.

Leymann, in the same paper, suggests that one in four employees will become a victim of mobbing that lasts approximately six months some time during their career. The victim may experience mental and physical signs of illness, such as inability to focus, abdominal irritation, embarrassment, distrust, sleeping difficulties, weight loss, weight gain, high blood pressure, among many other symptoms. If a victim needs therapy, it is considered by some officials to be an injury, rather than an illness².

Why would a corporation, nonprofit or educational institution allow this type of environment to exist, much less continue to escalate to something toxic and hostile? Researchers cite several reasons for passive permission to persecute employees: 1) it's difficult to separate the behavior from sexual harassment or discrimination, 2) many times employees are driven to resignation or suffer a major illness because of mobbing and don't report it, or 3) often the behavior is ignored, tolerated, misinterpreted, or even instigated by management³. Surprisingly, in some cases managers or supervisors are the ringleaders,

See "Mobbing" on page 6

CSUEU Committee Reports

Governance and operations at work

CSUEU held its first-ever meeting of all committees on October 1 and 2. The goal of this “supersession” was to facilitate cross-pollination of ideas and joint efforts that overlap various committees’ purviews.

All committees have been busy keeping the organization moving forward. Highlights of recent committee activities are reported here.

CLASSIFICATION

In the wake of furloughs and layoffs, more classification issues than usual have been arising at many campuses. Chair Nancy Kobata and the committee have been examining assignment of duties to help guard employees’ rights to perform the tasks spelled out in their Classification and Qualification Standards. Anyone whose managers assign duties out of their classification that occupy a substantial portion of their time should report the issue to campus stewards and request representation. Management is tending to assign leftover responsibilities—those which were previously performed by now-departed personnel,—to whomever remains, regardless of whether or not such assignments are permitted under our contract.

Different departments require different job skills. An administrative support assistant (ASA) in an academic department does not have the same skill set as an ASA in an administrative office. Reassignments can be done at any time; with the broad banding in some classifications, it can be extremely difficult on the employee if he or she is suddenly reassigned to a position for which he or she has not been trained. This can make it hard or impossible for the employee to succeed in the new position.

All represented employees should have on hand copies of their Classification and Qualification Standards (CQ&S), their position description, and their job announcement. Your duties assigned need to conform to your CQ&S: if they don’t, contact your union rep for assistance.

The committee will be recommending new contract items to cover these issues.

COMMUNICATIONS

The Communications Committee has been exploring new media options. We will soon be establishing a Facebook page to complement the Twitter account that is used to alert subscribers to new CSUEU.org posts. This is, of course, in addition to the traditional print media exemplified by *University Employee*, plus the well-established E-News, distributed via e-mail every other Thursday.

Over the next several months, staff and committee members will develop plans for migrating CSUEU.org to a new version of its software platform to replace the older version. The group is assisting in getting word out on the November election and CSUEU’s candidate and ballot measure endorsements. Other projects include development of guidelines for more effective communication and a media guide governing use of the logo, for the use of CSUEU officials.

Chair Ray Finnell and the other committee members send get well wishes to member Steve Sloan, who is recovering from an on-the-job injury.

FINANCE

The Finance Committee must deal with the impact of reduced union income and is tasked with keeping CSUEU’s core services intact with fewer resources. Chair Loretta Seva’aetasi and her partners are examining every aspect of income and expenditures to be sure that we are operating as efficiently as possible.



LA Unit 5 Takes Step Toward Safety

Safety Committee revived, for benefit of all

By the Executive Board of CSUEU Chapter 311, CSU Los Angeles

“23.9 There shall be a campus-wide health and safety committee on each campus.” (from the CSUEU-CSU Collective Bargaining Agreement)

Safety committees take various forms at CSUEU’s 24 chapters, with some being highly active and influential, while others are next to—if not completely—dormant. The CSU Los Angeles version, for a variety of reasons, was among the latter until chapter activists awakened it, to the relief of many employees. Thanks to the assistance of chapter stewards Diana Balli and Linda Nunez, the committee is on its feet and remembering how to walk.

The newly formed Chapter 311 Unit 5 Safety Committee for Facilities Services held its first event on August 20. The morning’s activities included a chapter-hosted breakfast, with an astounding 85 members of the custodial and grounds departments in attendance.

CSULA Student Health Center Director Monica Jazzabi, MD, gave a health and safety presentation, “The Effects of Working in the Heat,” a topic of particular seasonal interest. A summer heat wave in Southern California made the discussion even more important

for grounds workers. Safety committee members who attended remarked that it was a very informative workshop and they learned quite a bit about working during “excessive heat” days. Dr. Jazzabi ended the presentation with a reminder for everyone to “take care of yourselves and each other.”

By all accounts, the fledgling program is a success. Committee members from Custodial and Grounds are currently meeting to plan the next Health and Safety workshop, which they hope to schedule during the Fall Quarter to keep the momentum going.

This endeavor is a tribute to the courage and hard work of Unit 5 employees, who saw the need for greater knowledge about and support of safe working practices. As our contract provides, the importance of safe working conditions is recognized by both labor and management. Practicing safe habits benefits everyone. CSULA Director of Facilities Services John Ferris strongly supports having a safe working environment for all employees and maintaining an open line of communication with the union.

“The safety committee is a first step in developing effective communication with our grounds, custodial and management personnel,” says Chapter 311 President Gilbert Garcia says. “We look forward to this important new committee’s continued success.”

A recent challenge has been adapting to a new accounting platform which CSEA Central Support recently instituted and on which we rely as well. The learning curve is steep and requires intense effort. Processing time for some activities has decreased, and the committee has noted other efficiency improvements, making its fiscal oversight tasks easier, although some bugs still are being found and addressed.

The committee is also working on plans for next year’s Board of Directors meetings, searching for appropriate dates and locations that will lead to additional cost savings.

Our condolences to committee member Shirley Staton, whose mother recently passed away.

LEGISLATIVE

Vice Chair Andrew Coile and the other members have been busily researching the candidates and ballot measures for the November election. The committee makes recommendations for endorsements to the Board of Directors, who then decide which candidates and ballot measures are supportive of or against the interests of CSUEU. Research topics for candidates include their speeches, debates, voting records, if any, employment and business practices, financial background, and support of labor organizations, higher education, and state services. Regarding ballot measures, the committee examines analyses of the propositions and projections about their impacts on education, labor unions, and state services.

Additionally, the committee has helped head up CSUEU’s Get Out The Vote campaign, which is endeavoring to get all eligible voters registered to vote and is encouraging everyone to go to the polls.

Our condolences to Chair Natalia Bremer, whose mother passed away recently after a long illness. Natalia has been tending to her mother for several months, and Coile has led committee activities in her absence.

ORGANIZING

This important committee is now chaired by Channel Islands Chapter 324 President Joseph Dobzynski.

Recent campaigns include campus rallies to show support for laid-off employees, advocacy for increased CSU funding, and protests against further undermining of California’s higher education. Committee members are also revamping their approach to organizing and are seeing successes in a number of areas. Most notably, chapters are benefitting from increased support in times of crisis, such as the recent layoffs, and a more widespread sense of cohesion among represented employees. Plans are also in the works for activities to support contract bargaining in coming months. The end result is a stronger presence at the campus level plus more bargaining power at the table.

For an in-depth profile of how this group has changed recently, see the accompanying article in this issue, “Organizing Committee Reorganizes.”

POLICY FILE

Former Chair Christine Thomas of the Cal Poly Pomona chapter retired from the CSU this summer after a lengthy career and multiple positions with CSUEU. For then-Vice Chair Steve Mottaz, chapter president at Humboldt State, that meant stepping up to fill well-experienced shoes.

The committee has been working on revisions to keep our governing document up to

date and reflective of changes that CSUEU has undergone. Among the topics under scrutiny are: recall of executive officers and dealing with vacancies, committee appointments, member training, leave for officers, organization elections, code of ethics for officers, cost coverage for frivolous hearings, grievance and discipline processes, and the political action committee.

The Policy File and our bylaws are complex, many-layered documents. They must not be in conflict with each other, CSEA policy, or California nonprofit corporate law. Their maintenance is an ongoing responsibility, and the committee works diligently at the task.

REPRESENTATION

In addition to dealing with the Herculean task of attending all layoff bargaining sessions around the state, VP for Representation Russell Kilday-Hicks and the other members of the Representation Committee have been looking ahead to full contract bargaining, which will begin formally with the unveiling of CSUEU’s proposals in January. The next major task will be formulating our proposal for the new contract. The bargaining team will seek feedback from all represented employees via a survey, and all input is welcome.

This is in addition to handling of routine representation cases, such as reviewing all grievances at Levels I and II, advising local representatives and staff, and working on those at Level III and Arbitration. With layoffs settlements reached at several campuses, the committee’s workload may have eased some, but monitoring the terms of layoff continues.

CSUEU Officers' Terms Extended

All seated until 2012



Members voted in August to extend CSUEU officers' terms by one year. Statewide and chapter elected officers will serve until 2012.

The Board of Directors recommended the change, which brings CSUEU officers' terms into alignment with the cycle of CSEA General Councils, as a means of saving election costs.

The change also relieves a messy problem that

arose when General Council (GC) delegates voted in 2007 to hold their meetings every three years instead of biennially. Beginning in 2012, CSUEU chapter presidents' and the statewide president's terms will be concurrent with their GC terms, to which they are automatically appointed when elected to their CSUEU offices.

All other elected officers will hold their seats for three-year terms as well.

CSEA/CSUEU
1108 O Street
Sacramento, CA 95814
866-763-1452

PRESORTED
FIRST CLASS MAIL
US POSTAGE PAID
SACRAMENTO, CA
PERMIT NO. 855

University Employee • CSUEU/SEIU 2579 • CSEA

Your CSU Employees Union needs your help to keep you informed.

Register your email address today and you will be able to stay up to date on the CSU and the budget.

Go online now: www.csueu.org/register



Layoffs Update

By Russell Kilday-Hicks, VP for Representation

Layoff bargaining started in January of this year and continued through the summer. We reached agreements at seven campuses, and we are still working on the Office of the Chancellor and Pomona proposals. The bottom line: out of 296 layoff notices, fully 129 were rescinded or mitigated in some way through bargaining.

This has all taken place during a time when no one can yet predict what form the state budget will take. All indications are that the final budget bill will restore nearly half the money cut from the CSU budget last year. I like to think that the reason is due to all the political pressure brought down on the governor and the legislature from the entire higher education community, a very large constituency in the state. But then again, this is an election period and the CSU is traditionally seen as an iffy target during election cycles.

Regardless of the promise of restored dollars, the CSU is doing layoffs. Who knows if a trimmed-down furlough program, say one day a month or even every other month,

would have saved us all a lot of trouble and expense. The CSU did not give us that choice.

Layoffs are never as clear-cut as the administration probably believes they will be as they do their decision planning. This painful process involving nine campuses uncovered all kinds of sticky issues that don't normally come to light, including:

- Management using layoffs to pick and choose certain employees over others, regardless of seniority
- Employees getting laid off in their classifications when the work they do is really in another classification
- Laid-off employees losing some of their seniority points and any right to retreat due to accepting a position in a different classification just before gaining permanency in the previous classification (in some cases just shy of the four years of automatic permanency)
- Employees in a higher and lower range of a classification getting laid off while the university advertises for the middle range, and other such concerns.

Many of these layoffs also

affect other employees with reassignments to different work areas, raising additional issues like training and workload--challenges for both management and employees alike.

We are still in uncertain times. At least one more campus is talking about the possibility of layoffs in the near future, not to mention all the rumors of and implementations of restructuring schemes starting to surface. But the bulk of this wave seems to be over for now.

Although we can feel good about what the nine bargaining teams accomplished or are about to accomplish, the nature of this work is such that we will never feel all that good. I wish we could have done more so that we wouldn't have had to lose any employees.

I encourage all readers to elect better leaders and work to change our system so that we--rather than the prison system--can be the growth industry for California. If we had done that in the first place, maybe we wouldn't be in this mess.

—Peace.

Mobbing

continued from page 4

and Human Resources departments on occasion support their actions⁴.

If the behavior is allowed to go unchecked, the environment can become toxic and hostile, causing destruction of employee morale. Key players may leave, but the effects will linger⁵. Once mobbing becomes an accepted part of a corporate culture, it can be difficult to stop. A victim may choose to file a worker's compensation claim or to seek legal recourse, and, if successful in court, may be awarded thousands of dollars. They cannot do both. Such a penalty on a corporation would be an attention-getter and surely would help end the practice at that work site. But lawsuits are not easy to win in many cases, and thus mobbing continues.

What is being done about this workplace hazard from a legislative standpoint? Ground-breaking policy was enacted nine years ago in Oregon, where the first workplace anti-mobbing rule of conduct was adopted in the state's Department of Environmental Quality. Professional conferences have been held in California, Massachusetts, and Iowa on the awareness of workplace mobbing. The media is also raising awareness of workplace mobbing⁶.

There have been setbacks as well. California introduced AB 1582 in 2003, which would have made it unlawful to subject an employee to an abusive work environment. Additionally, the employer could have been held liable if they failed to do something about it. Sadly, the bill died in committee.

It's unclear whether the CSU considers victimization due to mobbing a work-related injury similar

to physical injury, but it is clear that CSU policy is to provide a safe and healthy work environment.

Seeking professional assistance could help support a Worker's Compensation claim. Immediately reporting mobbing treatment to your campus H.R. department is imperative as a first step to ending the abuse and to laying the groundwork for a claim. If you or someone you know is a victim of mobbing, please speak up, stand up, and do not put up with this dangerous behavior. It may become detrimental to your health if you allow it to continue. Please seek help from a medical professional immediately if you feel you've been victimized.

Additional resources should be available through your campus human resources department. Seek help from a union representative and an employment attorney if and when it becomes necessary. CSUEU stewards are dedicated to helping end mobbing in our workplaces.

Endnotes

1. Heinz Leymann, 1999, cited by Housker and Saiz in "Warning: Mobbing is Legal, Work with Caution," 2006, <http://counselingoutfitters.com/Housker.htm>
2. Susan Dunn, no date, "Mobbing in the Workplace: Has This Happened to You?" <http://www.selfgrowth.com/articles/Dunn15.html>
3. Davenport, Elliott, and Schwartz, 2006, cited in story
4. Susan Dunn, no date, cited above
5. Davenport, Elliott, and Schwartz, 2006, cited in story
6. Davenport, Elliott, and Schwartz, 2006, cited in story

Budget Battle

continued from page 2

The message of "investing in higher education" may have borne fruit this year. The case for education as an investment is backed up by the much-quoted statistic regarding return on investment in the CSU: for every dollar spent on the CSU, the state sees at least \$5.41 coming back down the road. Bean-counting aside, the far greater return on investment in education at all levels is improved civilization. The two go hand in hand and are two of the pillars of a society and a nation that can provide decent living conditions for its citizens and that can serve

as a model of business, technological, scientific, artistic and world leadership.

We are not helpless in the budget firestorm, though, this year or any other year. Activism in the form of petitioning the leaders in Sacramento may help, and it certainly can't hurt to remind legislators year in and year out of the CSU's importance to California.

For the longer ride, think carefully about the candidates and ballot measures that you support in the voting booth—and fasten your seatbelts, one more time.

LA Times, SF Chronicle and Sacramento Bee Endorse Jerry Brown for Governor

Los Angeles Times:

"To a state desperate for leadership, he brings the seen-it-all-before wisdom of a political veteran."

San Francisco Chronicle:

"A vote for experience over a big leap of faith."

Sacramento Bee:

"Jerry Brown is the best pick for governor—he offers a better road map."

YOUR UNION



NEEDS YOU

AND YOUR EMAIL ADDRESS TOO!

Your CSU Employees Union needs your help to keep you informed. Register your email address today and you will be able to stay up-to-date on the CSU and the budget.

Go online now: www.csueu.org/register

