

# University Employee

## California State University Employees Union/SEIU 2579

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

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##### Vice President for Organizing

Mike Geck .....619.252.0282

##### Vice President for Finance

Loretta Seva'aetasi.....415.338.2389

##### Vice President for Representation

Alisandra Brewer.....707.477.1008

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Pam Robertson (VC) .....916.278.6037

##### Unit 5—Operations

Mike Chavez (C) .....209.667.3211

Reggie Keys (VC) .....909.869.4138

##### Unit 7—Administrative/Clerical

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Roxana "Rocky" Sanchez(VC)909.869.2683

##### Unit 9—Technical

Rich McGee (C) .....909.537.7275

Susan Smith (VC) .....657.278.3704

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##### Communications (UE editors)

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##### Representation

Alisandra Brewer.....707.477.1008

## President's Message

*From the desk of Pat Gantt, CSUEU President*



*Every election is determined by the people who show up.*  
~Larry J. Sabato, professor, University of Virginia

It's crucial for all CSUEU members to cast their ballots on November 4. Election of supportive candidates will ensure that we have allies at the Capitol on pressing issues facing our members. The quality of life of all Californians will be impacted by this year's important ballot initiatives.

The deadline to register to vote is October 19. How important is one vote?

- In 1845, one vote brought Texas into the union
- In 1868, one vote saved President Andrew Johnson from impeachment
- In 1876, one vote gave Rutherford B. Hayes the presidency of the United States
- In 1960, John F. Kennedy was elected by one vote per precinct

A surprisingly large number of eligible voters fail to vote simply because they don't know where to cast their ballot. At [www.sos.ca.gov/elections](http://www.sos.ca.gov/elections), you can click on "Find Your Polling Place" to determine your voting location, or you can click on "Vote by Mail" to download an application to receive your ballot in the mail.

Fifty years ago, less than three percent of Cali-

fornians voted by mail, and in 2012 more than 51 percent had signed on. The permanent mail voter option is clearly a popular and growing trend to make voting easier.

We live and work in a great state that has some ongoing challenges for those of us who work in public sector as we all fight to protect public services and the people we represent. Voting is critical for ensuring that elected officials address the needs of the state and making sure they know we are all committed to moving the state forward.

Those who have power to make decisions about our lives will continue to ignore our members until we demonstrate real power, and one of the most dramatic ways we can exert our collective power is at the ballot box.

In other words, voting is the simplest first step!

As Abraham Lincoln put it 150 years ago, "Elections belong to the people. It's their decision. If they decide to turn their back on the fire and burn their behinds, then they will just have to sit on their blisters."

Vote this fall. Your future depends on it!

In union,

Pat Gantt

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

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Story ideas or comments?  
We want to hear from you!  
**dblair@csueu321.org**  
Text or call (951) 694-2350



# CSUEU 2014 ENDORSEMENTS

The candidates endorsed by CSUEU have demonstrated a commitment to their communities, to working people's issues and concerns, and to the mission of higher education



## LEGISLATURE

Assembly District 7

**Kevin McCarty**

Assembly District 16

**Tim Sbranti**

Assembly District 17

**David Campos**

Assembly District 19

**Phil Ting**

Assembly District 37

**Das Williams**

Assembly District 44

**Jacqui Irwin**

Assembly District 78

**Toni Atkins**

Assembly District 79

**Shirley Weber**

Senate District 6

**Richard Pan**

Senate District 18

**Bob Hertzberg**

Senate District 24

**Kevin De Leon**

Senate District 34

**Jose Solorio**

## STATEWIDE OFFICES

Governor

**Edmund 'Jerry' Brown**

Lt. Governor

**Gavin Newsom**

Controller

**Betty Yee**

Superintendent of Public Instruction

**Tom Torlakson**

Insurance Commissioner

**Dave Jones**

Attorney General

**Kamala Harris**

Secretary of State

**Alex Padilla**

Treasurer

**John Chiang**

## STATEWIDE BALLOT MEASURES

### PROPOSITION 1 - POSITION NEUTRAL

Water Bond. Funding for Water Quality, Supply, Treatment, and Storage Projects.

### PROPOSITION 2 - POSITION NEUTRAL

State Budget. Budget Stabilization Account. Legislative Constitutional Amendment.

### PROPOSITION 45 - POSITION OPPOSE

Healthcare Insurance. Rate Changes. Initiative Statute.

### PROPOSITION 46 - POSITION OPPOSE

Drug and Alcohol Testing of Doctors. Medical Negligence Lawsuits. Initiative Statute.

### PROPOSITION 47 - POSITION SUPPORT

Criminal Sentences. Misdemeanor Penalties. Initiative Statute.

### PROPOSITION 48 - POSITION NEUTRAL

Indian Gaming Compacts. Referendum.

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# A Proven Chapter Tool: The Recruiting Blitz

By Russell Kilday-Hicks, Chapter 305 San Francisco



**T**ake a few activists from around the state, pair them with some chapter leaders, hand them a map and a list, and send them off. What do you get? Conversations about the union that don't normally happen, chapter activists approaching 20-year employees and asking them to join for the first time ever, responses to long-held doubts that previously made staff members hesitate to join, and lots of new members, enabling such clichés as "there's power in numbers" to become the reality. It's a recruiting blitz, and it may be coming to a campus near you.

The phenomenon hit San Jose State in late March, yielding over 50 new members, and then Sacramento State in June, resulting in comparable success. The effort to hunt down locations where our represented employees work and the sore feet from walking every square inch of campus all seemed worthwhile.

It started with e-mail messages to employees alerting them that union folk would be coming around on certain days. Sometimes getting a new member is as easy as showing up, only to hear, "Hey, I've been waiting for you!" Other times, it involves helping an employee get over his or her reluctance to put down a Social Security number on the member application. The state controller requires SSNs, but applicants can write "call me" in that space. A CSEA membership representative will phone to get the number, maintaining security.

San Marcos Chapter President Pete Rauch led a successful effort on his own campus earlier this year and is helping to spread it to other campuses.

"A recruiting blitz is a way for a chapter to meet its CSUEU Board of Directors-mandated target of a 10 percent increase in new members every year," Rauch said. "It's also a way to directly address the common misconception that you're automatically a member if you're paying any fees to the union, and it's a way to give the union some presence on campus. Most of all, person-to-person contact is the be-all and end-all for getting new members. No other type of recruiting works better than going out and talking directly to non-members."

Supported by the statewide Organizing Committee, which is chaired by Vice Presi-

dent for Organizing Mike Geck, a blitz takes some resources in release time and time away from family and work—but growing the union isn't always easy.

"It's vital for activists to personally explain that union activists are fighting for their rights and respect," Geck, said. "Non-members need to be reminded that unions are worthy of supporting."

A membership blitz can also be educational. "People are hungry for good information," said Lynne Koropp, a computer tech and activist at Sacramento State. "As we talk to non-members, we answer questions about an employee's status and explain what his or her union is trying to accomplish at the bargaining table."

Though employees are most interested in hearing about salary increases, they also want to discuss workplace issues. We guide them to [www.csueu.org](http://www.csueu.org) to consult the contract to address specific concerns.

They are often pleasantly surprised to hear about the generous member benefits available from joining a group of over 150,000 state employees through our affiliation with the California State Employee Association ([www.calcsea.org](http://www.calcsea.org)).

A big part of a blitz is finding CSUEU-represented employees, given that we typically utilize the sometimes-spotty information from the State Controller's Office. That information can be outdated or wrong, leaving us searching for mystery employees. Some workers move about the campus or get regularly assigned to different buildings, increasing recruiting challenges.

A bigger challenge can be managers who mistakenly think that they are not required to allow access. The Higher Education Employer-Employee Act, the government statute covering the CSU, establishes that management must provide the union access to its

represented employees.

"The last thing we want to do is bother someone when he or she is working," Rauch said. "Asking a co-worker if he or she has ever considered joining is a 15-second conversation."

Most times, that is all it takes. For longer conversations, the employee can be directed to union chapter activists and stewards for help. "Going desk-to-desk sometimes feels like

'the complaint department is open,'" said CSU Bakersfield Chapter 310 President Ray Finnell. "But we do want to hear from all our represented employees. As part of the decision to join, non-members need to know that someone is listening, that we do care what they think."

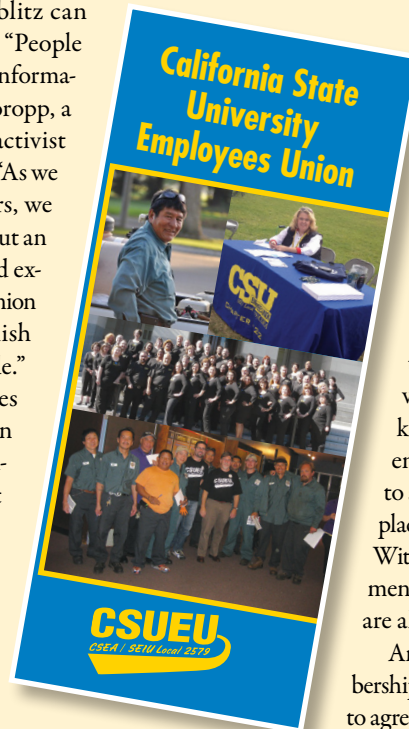
Federal labor law establishes that you can have a brief conversation about the union if any kind of chit-chat is allowed among employees—from the weather to selling cookies—even in work places that are closed to the public. Within reasonable bounds, management can't decide that some topics are allowable while others are not.

Another common barrier to membership is the idea that joining equates to agreeing with everything the union does. This is not the case. Membership is more like registering to vote, as it gives you the right to voice your opinion on proposed contracts and elect union leaders, and it provides you with a higher level of protection of your rights outside of the contract.

"The union is a democratic tool," Koropp said. "If you aren't a member, you can't vote. And, if you don't vote, you can't complain. Any union leader worth his or her salt wants to hear legitimate complaints."

The union is not perfect, but getting involved is a far more effective way of making positive change than fighting it. We need your fighting spirit to support our struggle and to earn the respect that working people and institutions like the CSU are due. Joining is the first step. Go to a meeting. Ask questions, demand answers, and, if you don't like the answers, run for office yourself.

It's your union, so make it count.





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

## *Items of statewide interest*

### **BU 2**

The Bargaining Unit 2 Council (BUC2) recently approved two representatives to the council. Chair Tessy Reese welcomed Edward Romero from CSU Fresno and Danielle Ellison from the California Maritime Academy to the group.

Council members are moving forward on an information request to the Office of the Chancellor for several issues related to BUC2 employees, including information on athletic trainer hours of work and the placement of athletic trainers in possibly improper classifications. With help from the Classification Committee, council members will gather the names, e-mail addresses, and classifications, among other information, of current athletic trainers in preparation for inviting them to participate in a survey about issues impacting them. Reese intends to meet with management after compiling and analyzing the results of that survey.

### **BU 5**

The most recent Bargaining Unit Council (BUC) 5 meeting provided Chair Mike Chavez and Vice Chair Reggie Keys their first opportunities to preside over a BUC 5 meeting since assuming their new roles last spring.

At the meeting, the council approved Sergio Roldan of CSU San Bernardino Chapter 320 to fill an at-large vacancy. Sergio has long been an active BUC 5 supporter. Additionally, the council discussed the duties and expectations of at-large council members.

As members of the CSUEU bargaining team, Chair Chavez and Vice Chair Keys have been busy bargaining over the last few months. At the meeting, they gave the council an update on the contract negotiations to date.

The council also reviewed the findings of the laborer classification study conducted by the Classification Committee and discussed the importance of monitoring BU 5 job postings to ensure accurate class standards. If you have any questions about the laborer classification or any BU 5 issue, please contact Chavez at [mikechavez1.mc@gmail.com](mailto:mikechavez1.mc@gmail.com).

### **BU 7**

As members of the CSUEU bargaining team, Bargaining Unit 7 Council Chair John Orr and Vice Chair Rocky Sanchez have been heavily engaged in contract bargaining throughout the spring and summer.

Orr reports that all BU 7 seats are filled, and all members attended the June meeting in Sacramento.

The council has been dealing with several issues at campuses, including "secret shoppers" (undercover evaluators posing as normal clients) at workplaces; merging mailroom services with shipping and receiving; surveillance cameras; cell phone policies; and background checks.

Chair Orr and Vice Chair Sanchez extend thanks to campuses that have hosted contract bargaining sessions and rallies to show their chapter's support for the bargaining team.

### **BU 9**

At their most recent Bargaining Unit 9 Council meeting, members thanked Matthew Black for his many years of service and

welcomed Matthew Kay of CSU Sacramento Chapter 303 as an at-large member.

Even though Chair Rich McGee and Vice Chair Susan Smith continue to be busy with contract bargaining, there were a number of important agenda items to discuss, including the erosion of bargaining units by confidential employees. Chair McGee pointed out that confidential employees are a separate class; under the law, they are supposed to play a meaningful role in determining labor policy for the employer. Management sometimes confuses handling confidential data with being classified as confidential, and this leads to management classifying employees as confidential when they are actually doing bargaining unit work. The council will continue this discussion at its next meeting.

Meanwhile, feel free to contact McGee at [csueu.unit9@gmail.com](mailto:csueu.unit9@gmail.com) if you suspect an employee is incorrectly classified as confidential or to discuss any other Unit 9 issue.

### **BU 13**

Bargaining Unit (BU) 13 is comprised of English Language Program instructors at Cal State L.A. The unit wrapped up full contract bargaining last year and now has begun a limited reopener.

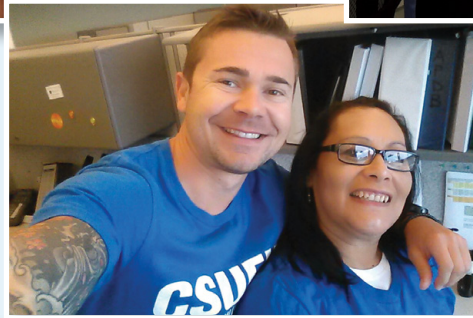
In May, CSUEU submitted a sunshine proposal addressing Articles 20 (Salary) and 21 (Benefits), asking the CSU to review these articles to ensure that the provisions of the Collective Bargaining Agreement meet the operational needs of the program. The first meeting between CSUEU and the CSU took place in early August. Members of this unit had no raises last year, when we fought for benefits and longer appointments. This year, it's time for raises for this unit, too.

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Search for "CSU Employees Union" or select  
the Facebook icon on all [www.csueu.org](http://www.csueu.org) pages.  
And be sure to "like" us!





# Solidarity Wednesdays at CSUEU





# Representation on the Move



By *Alisandra Brewer, VP for Representation*

**O**n August 26, the CSUEU and CSU bargaining teams announced they reached a three-year tentative agreement that is subject to ratification by CSUEU membership and the CSU Board of Trustees. This contract will be effective upon ratification and will run through June 30, 2017.

The bargaining team and I wish to thank all of the CSUEU chapter presidents and e-board members who supported the team and its efforts. The e-mails, petitions, and other shows of solidarity made a significant impression on management.

This is a very positive tentative contract. We had no takeaways and gained many positives for our members. The bargaining team and board of directors are recommending a “Yes” vote. Ballots will go out soon.

Members of the team are traveling to chapters through mid-October to present the tentative contract to members and to answer any questions or concerns. Please join us, and then vote!

The contract features a Guaranteed Salary Increase (GSI) of 7 percent over the contract period, to be dispersed over the next 22 months. The process starts with an immediate 3 percent GSI retroactive to July 1, 2014, followed by a 2 percent GSI on July 1, 2015, and a 2 percent GSI on July 1, 2016, for people in pay status as of each date. Assuming ratification, staff could see the salary changes and retroactive checks issued as early as December.

In addition, other contract articles have significant changes:

- **Article 9 (Employee Status):** Classification or In-Classification Review requests will now be submitted to the campus HR office at the same time the request is made, reducing the total amount of time required for response. A temporary employee may be granted permanent status after one year, rather than the current two years.
- **Article 10 (Employee Performance):** Upon request, an employee will now have an additional five work days, for a total of two weeks, to review a draft performance evaluation. CSU and CSUEU will meet by March 2015 to discuss creating a system-wide performance evaluation form.
- **Article 14 (Vacations and Holidays):** Improvements to the vacation request process. Response by the appropriate administrator shall be no later than 14 days, with the ability to elevate the request to the next level if there is no response.
- **Article 15 (Leave of Absence with Pay):** Expanded definition of “immediate family” to include step-parent, aunt, and uncle. Employees will not normally be required to provide a licensed health care provider’s statement unless they have an absence of more than five consecutive workdays.
- **Article 18 (Hours of Work):** Moved “shift change” language from Article 9 (Employee Status). Clarity provided over “clean-up time”.

- **Article 21 (Benefits):** Allows employee parking rates to be raised only one time per fiscal year and allows for monthly parking increases of only \$1 per year, with a cap of \$3 through



*CSU East Bay Ratification Meeting*

FY 2016/17. This is better than our previous language.

- **Side Letter (“Me Too” Agreement):** This side letter guarantees that, if faculty members (Unit 3) receive a greater equivalent compensation pool in their agreement, CSUEU-represented employees can elect to receive that increase, too.

The bargaining team and I encourage you to review all the changes in this tentative agreement at [www.csueu.org](http://www.csueu.org) and to attend the ratification meeting at your chapter, where members of the bargaining team will explain the agreement and answer any questions you might have. You may also submit questions to [TAQuestions@csueu.org](mailto:TAQuestions@csueu.org).

Members should receive their ratification ballots in the mail by September 30. Please contact Membership at [membership@calcsea.org](mailto:membership@calcsea.org) if you do not receive a ballot by that time, or call HQ at (866) 763-1452. CSUEU headquarters must receive mailed ballots by 5 p.m. on October 24.



*San Jose State ratification meeting*



# Chapter Focus: California Polytechnic State University, San Luis Obispo

## Chapter 316 – The chapter that works for you and your family



By Jeff Nadel, DPA, Chair, Chapter 316 Communications Committee, Member, Statewide Communications Committee

The city of San Luis Obispo is nestled beneath the rolling hills of the Nine Sisters, a series of ancient volcanic peaks, and the Cuesta Grade.

Among many of its noteworthy characteristics are a mild climate, thanks to a location about 12 miles in from the ocean, a small-town atmosphere, a bounty of local agriculture, including a healthy wine region, and Cal Poly.

Cal Poly, San Luis Obispo (SLO), one of only two state polytechnic universities, has a rich and varied history. It is the second-largest land-holding university in California and one of the largest in the nation, using all of those holdings in active support of the education of its students. Founded as a vocational high school, it was established in 1901, when then-Governor Henry T. Gage signed the California Polytechnic School Bill. Founded by historian and journalist Myron Angel, it started out as the California Polytechnic School, holding its first classes in 1903, when it offered secondary-level courses of study that took three years to complete. The first incoming class had 20 male students. The following year, it broadened into a co-educational school with 40 male and 12 female students. In 1930, however, it banned females, a policy that ended in 1956. It remains co-educational today, with females constituting 45.3 percent of the fall 2013 student population.

Cal Poly, San Luis Obispo, is home to CSUEU Chapter 316. Presently, Joan Kennedy serves as the chapter president; she also is vice chair of the CSUEU Policy File and board president of the California State Employees Association Foundation, Inc. She motivates chapter members to become more involved in statewide activities, committees, and councils. As a result, Chapter 316 has many active members serving on committees and participating in statewide activities and councils. They include:

- Classification Committee Chair

and Bargaining Unit 2 Council Member Lori Williams

- Chief Steward and Unit 9 At-Large Representative Ricardo Uc
- Unit 7 At-Large Representative Vera Flores
- Organizing Committee Member Rosa Jones
- Lobby Day Participant Griselda Ochoa-Lopez

Chapter 316 leaders meet monthly with the campus Human Resources department to discuss issues that our members would like to follow up on or to request explanations on specific labor topics. Questions raised have included, “Why are Cal Poly employees being passed over for positions?” and “Can students participate in staff recruitments?”

Presently, Kennedy and Flores serve on a Working Group for Campus Climate that recently developed questions for a campus climate survey that was administered to the campus community last spring, with over 60 percent staff participation. They will participate in the analysis of the results, which will be revealed this fall.

Chapter 316 is actively fighting for its members on several fronts. For instance, the use of

against the administration for violating the \$3 per month fee increase limit that is stated in the contract. Our members are unified to fight this increase, using all grievance levels that the contract provides.

Chapter 316 has sponsored a number of ongoing events this past year. We hosted an ice cream social, “Get the Scoop,” to promote support for bargaining during contract negotiations. The event featured a simulcast video stream from the Office of the Chancellor, where the bargaining team was on hand to provide members with an update on bargaining. We also hosted a well-attended annual holiday reception late last year, with CSUEU President Pat Gantt as the main speaker. Finally, we hosted our annual picnic last spring, with CSUEU Vice President for Organizing Mike Geck as the featured speaker.

Chapter 316 has been the first chapter to create a Communication Chair as an Executive Committee-level position. Last year, the Executive Board leadership brought the proposal to chapter members, who supported it by passing this change to the chapter’s bylaws.

The Cal Poly, San Luis Obispo, campus is more than 100 years old, yet it is still evolving. On the afternoon of May 9, 1903, President Theodore Roosevelt stood before the citizens of San Luis Obispo and commended them for their “courage... and common sense for erecting the polytechnic institute” then under construction. Founders of Cal Poly believed that practical experience was the superior learning philosophy. The “learn-by-doing” phrase was developed by and is still the cornerstone that defines Cal Poly.

Chapter 316 embodies the spirit that motivated those founders. Our goal is to educate members to understand the importance of getting involved and to motivate them to advocate for their rights as staff at Cal Poly, San Luis Obispo. We embrace the “learn-by-doing” philosophy of our campus.

Our chapter slogan is: “A union that works for you and your family.”



surveillance cameras for employee discipline is being discussed in the meet and confer process. Cal Poly has over 300 cameras that the administration would like to use for employee discipline, even though other campuses have not included discipline in their surveillance policies and procedures.

Additionally, Chapter 316 has filed a grievance



# Bittersweet Budget Battle Resolution

*Brown balks at additional CSU allocation despite unexpected revenue*

*Update: The current tentative agreement gives us some hope that our salary issues are starting to be addressed, but it does not erase the memories or impacts that we all suffered through the budget crisis. We hope to focus our efforts at the campus level, where salary decisions are made daily, to correct some issues.*



By Ray Finnell, CSU Bakersfield

**S**taying true to his January budget proposal, this summer Gov. Jerry Brown refused to grant the additional \$95 million in state funding to the CSU that the Board of Trustees had requested, despite strong support in both houses of the legislature and elsewhere.

Gov. Brown and the legislature did agree, however, to continue with the four-year CSU funding plan that the governor launched a year ago, which provides \$142.2 million more than last year's allocation, helping the CSU recover from huge cuts of previous years. It's still far short of the \$237 million that trustees had declared they needed just to keep the system running smoothly.

Gov. Brown kept the purse strings tight, ignoring that the fact that the state had far more revenues than previously predicted, which became evident when tax payments started coming in.

Consistency may be a strong point for him, but the governor

needs to understand that CSU employees are people with needs, too. We are trying to live on incomes that weren't adequate a decade ago. Because there is no fair method for rising through salary ranges, most of us cannot get to decent income levels.

It isn't just the governor. The CSU too has demonstrated that it ultimately doesn't value the experience, institutional knowledge, and wisdom of its employees.

Few within the CSU would deny that the system is hurting and that unrelenting budget cuts harm students. Course offerings, while being expanded modestly, are still crimped, a situation which, in some cases, makes it more difficult to graduate. Class size, on the other hand, has increased dramatically, hampering faculty's ability to provide individual attention. Infrastructure is in sad shape in many areas, and equipment is outdated.

The negative impact of budget cuts and stagnant compensation has spread to all areas and all employees: more than one-third of respondents to a recent CSUEU

questionnaire said they must work second jobs just to make ends meet. We've endured many years without a significant salary increase while inflation and market inequity grow. Some CSUEU-represented employees are among the lowest-compensated people in the system.

Support for additional funding was overwhelming from nearly all corners of the Assembly and the Senate. No fewer than three letters of support for \$95 million above the governor's proposal made their way through the halls of the legislature, signed by a total of 58 legislators from both houses, Republicans and Democrats alike. The support fell on deaf ears in Brown's office.

So did the 15,000-signature "Take a Stand" petition that CSUEU presented last spring to Gov. Brown in his capacity as a CSU trustee. The petition supported the trustees' November budget request. CSUEU activists and others obtained the signatures from all corners of the CSU community. Efforts on yet another front came during CSUEU's annual Lobby Day in April, when activists visited with numerous legislators and

their staff members to drive home the message that California's future will be in jeopardy without adequate investment in the CSU. The response was positive.

In the final hours of budget deliberations in late June, legislators couldn't overcome Gov. Brown's opposition to the \$95 million augmentation. The governor prevailed without having to invoke his line-item veto power. The budget once again was passed before the June 30 deadline.

Even though the often-contentious governmental process seems to be running more smoothly, and even though there's clearly more money in state coffers than in recent years past, CSU staff members still suffer in the compensation and morale departments. It's hard to believe that \$95 million--a veritable drop or two in the bucket of budget surplus--would have had a significant long-range impact. Gov. Brown, or whoever is governor next, needs to acknowledge our importance to the state's future.

## CSUEU E-News

Distributed every other Thursday  
...Chock full of the latest union news!

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# Take a Stand with CSUEU!



By Mike Geck, VP for Organizing

What a ride the last 3-4 months has been! Rallies, marches, petitions, chapter meetings, solidarity days, and many other actions made this the most exciting (and wearisome) period of time since I became a CSUEU activist.

the Office of the Chancellor – contract bargaining support

- 28: Cal Poly San Luis Obispo meet and confer on video surveillance
- June 6-8: Organizing Committee meeting and All-Committee meeting, focused on the “Take a Stand” campaign and

- July 2: Chapter meeting at CSU Los Angeles – “Take a Stand” campaign and contract bargaining support
- 16-18: Contract bargaining at CSU Northridge – “Take a Stand” campaign and contract bargaining support, rally/march, member recruitment, bargaining observer organizing



Here’s a short list of Organizing Committee actions and events since the last edition of *University Employee*:

- April 24: Dominguez Hills Social Justice Fair - participated in the fair and “Take A Stand” petition-gathering
- 25: Assembly Select Committee on Campus Climate (San Diego) – represented CSU staff concerns
- 29: CSUEU Lobby Day – fought for increased funding to the CSU (beyond the Governor’s budget) and support for our contracting out and staff trustee bills
- May 6-8: Contract bargaining at SJSU – chapter meeting, rally/march, petition-gathering, member recruitment, contract bargaining support, bargaining observer organizing
- 20-21: CSU Board of Trustees meeting – rally, chapter statements and petition delivery to campus presidents, Chancellor White, and the Board of Trustees
- 21-22: Contract bargaining at

contract bargaining support

- 11: Solidarity Wednesdays begins
- 10-12: Contract bargaining at Dominguez Hills - chapter meeting, rally/march, petition gathering, member recruitment, bargaining observer organizing
- 17: Chapter meeting at Cal Poly Pomona – “Take a Stand” campaign and contract bargaining support
- 18: Chapter meeting at Cal Poly San Luis Obispo – “Take a Stand” campaign and contract bargaining support
- 23: Chapter meeting at CSU Monterey Bay – “Take a Stand” campaign and contract bargaining support
- 23-25: Contract bargaining at the Office of the Chancellor - contract bargaining support
- 24-26: Member recruitment drive at Sacramento State
- 27-29: CSUEU Board of Directors meeting

- 22: CSU Board of Trustees meeting – “Take a Stand” and “Tell Your Story” during public comment, including screening of the “Fresno Stories of Wage Stagnation” video and reading of member stories detailing the impacts of wage stagnation.
- 23-25: Contract bargaining at the Chancellor’s Office - “Take a Stand” campaign and contract bargaining support
- 30-August 1: Contract bargaining at the Office of the Chancellor - “Take a Stand” campaign and contract bargaining support

And that’s the short list. There was a *lot* of organizing not listed above that occurred on every chapter. So why do all this (insert your favorite four-letter noun here)? Why spend the union’s resources, our free time, and weeks to months away from our loved ones on bargaining, bargaining support, rallies, marches, actions at the Board of Trustees, and petitions supporting the CSU, its students, and staff?

The answer is simple. This is *our* union, the

*Continued on page 10*



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union is all of *us*, and, if *we* want something, *we* should fight for it.

We know what we deserve better than anyone, and no one can fight on your or my behalf better than we can. It's not about checking out and letting paid staff fight our battles. It's about coming together, taking our destiny into our hands, and making the CSU respect our union and our members.

Our "Take a Stand!" campaign brought together every component of our union. At each stage, we fought in unity, first for better funding for the CSU, then for fair raises and

a fair contract. There were a lot of moving parts, and at times we got out of synch, but

we always managed to pull together and accomplish the task at hand when the time came.



*"Take a Stand!" rally, CSU Northridge, July 17, 2014 ~Photo by Mike Geck*

## Update on CSUEU's Financial Matters

*By Loretta Seva'aetasi, VP for Finance*



**C**ertified public accountant firm Hood & Strong LLP recently completed the 2013 audit of CSUEU statewide and chapter finances, with very favorable results: our audit received a rating of "no material findings," which is the highest possible rating. This accomplishment is a credit to all the hard work of each chapter treasurer and our wonderful staff in Sacramento. We owe them all a big debt of thanks for their accuracy and commitment to detail.

Their hard work, often far from the limelight, helps our union function efficiently.

I am pleased to report that our current financials reflect about one year of operating expenses in reserve. Our expected expenses are currently in line with our projections for this budget year. Additionally, the union has provided financial support for full contract bargaining, including several sessions through the end of August.

### *A Bit of Help for Our Chapters*

From time to time, CSUEU's statewide officers call upon chapters to assist in statewide activities.

This most often comes up when officers ask chapters to host bargaining sessions with the Office of the Chancellor or to train new stewards. In the past, we have asked chapters to apply for grants to cover the costs, using a somewhat complicated process. At the June Board of Directors meeting, we discussed streamlining this process by simply having chapters send a brief e-mail request to the VP for Finance. The board approved "Statewide Supplements," meaning chapters will receive \$100-\$500 when they host either bargaining or new stewards' training. This will give our chapter folks more time to focus on the events themselves.

### *...And on to Next Year*

With the 2013 annual audit completed, my next task with the Finance Committee is the development of the 2015 CSUEU budget. It must include funding for CSUEU's statewide election meeting next June and for CSEA's General Council, in addition to ensuring that CSUEU headquarters and chapters have what they need to operate next year. The Board of Directors will vote on the budget this November, and it will subsequently be posted on our website, [www.csueu.org](http://www.csueu.org).

See more Finance Committee news under *CSUEU Committee Reports*.



# CSUEU Committee Reports

## *Governance and operations at work*

### CLASSIFICATION

At its most recent meeting the Classification Committee reviewed and discussed the classification standards and position descriptions of the Laborer and Window Washer classifications. Many campuses utilize both custodians and laborers to wash windows, and/or they contract out the duty.

Chair Lori Williams reports that the committee has found a great deal of overlap between the Custodial, Laborer and Grounds Worker classifications. This information will soon be presented to the Unit 5 Bargaining Unit Council (BUC).

Members of the committee have been given bargaining unit assignments and will now work on classification matters with their respective bargaining units. Under the plan, Williams will assist BUC2 in collating data regarding the number and classifications of all Athletic Trainers statewide, Matthew Kay will work with BUC5, Dawn McCulley with BUC7, and Rose Greef with BUC9.

### COMMUNICATIONS

Chair Debbie Blair reports that the committee has been busy supporting the organizing and contract bargaining campaigns, as well as contributing new "Know Your Contract" columns and other pieces for CSUEU E-News. Additionally, we are working on the 2015 wall calendar and the upcoming fall poster. This poster will celebrate the importance of voting in public elections and will urge everyone to exercise their right to voice their opinion at the polls.

With the input from the Board of Directors, we're also working on ideas for ways to extract member data more effectively from the new membership database.

The committee continues to refine methods for distribution of information to all represented employees.

### FINANCE

At the committee's most recent meeting, held in Sacramento, VP for Finance and Committee Chair Loretta Seva'etasi welcomed new committee member Pat Hanson, treasurer from San Francisco State University, Chapter 305.

The committee is continuing to make strides in keeping the collection of outstanding travel

advances to a minimum. They credit this not only to improved turnaround time in processing expense claims but more importantly to the implementation of direct billing for committee and Board of Directors meetings.

The CRM member database is now live. The Board of Directors has approved new membership cards that will be sent out to members in the near future. Each card will contain a barcode that can be scanned when checking in at chapter meetings and other union activities, greatly reducing the length of time members spend in line at our events.

### LEGISLATIVE

Last spring, the Legislative Committee said farewell to Diana Balli, the committee's longest-serving member and a true CSUEU advocate and activist. Members wished her well on her much-deserved retirement. She will be missed.

Chair Kim Harrington reports that the committee is proud of its work to deliver a very successful CSUEU Lobby Day last April. The event featured a record 107 legislative appointments, and several participants additionally secured follow-up district office visits. Participants were invited to rate their Lobby Day activities and gave it 4.76 out of a possible 5. The committee is pleased that they rated Lobby Day so highly.

AB 2721, the bill to establish a staff seat on the CSU Board of Trustees, made it to Gov. Brown's desk after CSUEU member efforts this summer helped it pass through the Assembly and the Senate.

The general election is coming up this November. Harrington wants all CSUEU-represented employees to know that this will be a pivotal year for us because the entire state Assembly and half of the Senate are up for election. On the line is all the work we've done to date to create relationships with our representatives. In July, the committee prepared a list of recommended candidate endorsements, and the Board of Directors approved them. Soon the union will send out voter cards listing these endorsements to all members. To view an online list of the endorsements, go to [www.csueu.org/2014\\_Endorsements](http://www.csueu.org/2014_Endorsements).

### ORGANIZING

On the highlight reel since the last report

are two highly successful rallies.

At the May meeting of the CSU Board of Trustees, we held a rally with over 100 members and supporters in attendance. The idea was to make our members' presence known to the chancellor and trustees and to give our represented employees a venue to voice their outrage. Additionally, CSUEU chapter presidents presented a "Take a Stand!" petition with more than 15,000 signatures to the board that day.

In July, while the CSUEU and CSU bargaining teams were negotiating at CSU Northridge, over 300 members attended a noon rally and march to support the union's bargaining efforts.

The committee would like to thank the chapter and statewide activists who helped gather petitions and host these rallies, with special thanks to our staff members, who went above and beyond to make them successful.

### POLICY FILE

At their last meeting, Policy File Committee members prepared four motions, including two important CSUEU Bylaw motions, all of which were submitted as introductory items at the CSUEU Board of Directors meeting last June.

The first bylaw motion addressed the filling of vacancies on chapter executive officer committees. The bylaws currently do not provide a timeline for filling such vacancies. The amendment requires that vacancies be filled within 15 days and that the Board of Directors approve within 30 days.

The second bylaw motion would dissolve the Classification Committee as a standing committee and assign its charge to the Representation Committee. This change would likely result in a cost savings.

The final two motions updated the Policy File to align with current practice and/or corporation code.

### REPRESENTATION

As of press deadlines, the Representation Committee, comprised of bargaining team members, had been deeply involved in contract bargaining for several months. VP for Representation and committee Chair Alisandra Brewer noted that key agreements remained elusive, although progress had been made in some areas. Most importantly, the union and management had not yet settled salary issues.

Other representation issues have also demanded committee members' attention. One major concern has been management's use of surveillance cameras. Committee members continue the fight against cameras being used inappropriately. Please report the presence of any cameras in your work area to your campus union leaders.