

# 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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## President's Message

### Celebrating CSUEU's 10-Year Anniversary

*From the desk of Pat Gantt, CSUEU President*



*"In an effort to concentrate their voice and fight harder for higher education funding, 15,000 California State University employees will form an independent local beginning today."*

That was the opening sentence of a prescient *Sacramento*

*Bee* article published on January 1, 2005, heralding the start of CSUEU as we know it today.

That's the day when we started doing business as both an incorporated nonprofit and as a new SEIU local, 2579.

This day marked a dramatic transition away from our organization's long history as a division of the California State Employees Association (CSEA). Those roots stretched back to 1931, when CSEA was founded as a way to give a voice to state workers and retirees, including state university employees. In those early years, CSEA paved the way for the establishment of CalPERS and an employee credit union, among other notable achievements, while successfully supporting legislation deemed beneficial to all state workers.

When the California State University was founded in the early 1960s, CSEA fought successfully to retain employee rights in the new CSU system.

With the introduction of collective bargaining for civil service and CSU employees in 1980, CSEA affiliated with SEIU and established separate, independent divisions for each of its constituent groups. They included a CSU division and a civil service division, both of which fell under the auspices of SEIU 1000. For some 25 years, the CSU division fought hard on behalf of university staff members, winning many important battles on the salary and benefits fronts.

The route to eventual incorporation required votes of our governance body at the time, registering with the Secretary of State and then finally

the CSEA board of directors. It was no small feat to line up the requirements and follow the steps needed to reach the end.

And today, as we celebrate the union's 10-year anniversary, we can be proud that our history since 2005 has been marked by many profound successes, in no small part because we gained greater control of our own budget, lobbying efforts, organizing, and bargaining.

As that 2005 *Bee* article quoted me as saying, "We're going to be stronger and more independent. This will make it easier for us to communicate and lobby for higher education."

And indeed that's proven to be the case, often in very dramatic fashion.

Since incorporation, we have found our way to successfully bargain improved contracts, despite the challenges of budget cuts and a downturn in the state economy. In those lean years, we found it necessary to double our efforts to enforce the contract to protect individual and collective rights as the CSU made efforts to cut our positions and unduly increase our workloads.

The culmination of our efforts over the last 10 years can be measured by the most recent contract, through which we have guaranteed funding for raises for three consecutive years. We were successful because we harnessed members' energy and will through coordinated organizing and bargaining efforts everywhere we could across California.

Challenges will always arise, but we have learned over the past 10 years that we can meet them head on and be successful. It requires working together and focusing on making our union stronger, all the time engaging our members so that their voices will be heard at the bargaining table, in the legislature, and any place working women and men need to confront those who may threaten our collective rights and livelihoods.

In union,

Pat Gantt

# Gov. Brown Continues His Conservative Budget Approach

## *California's bear is Brown*



By Ray Finnell, CSU Bakersfield

Despite marked improvement in the state's financial health, Gov. Jerry Brown is reluctant to grant the full funding that the CSU Board of Trustees has requested for 2015-16. True to his pledge of modest budget increases over four fiscal years, the governor has proposed only \$120 million over last year's allocation from state coffers as part of his effort to get the state back on an even fiscal keel for years to come.

Brown's four-year plan is welcome indeed. However, the trustees have asked for \$217 million above this year's amount to fully fund the system, a difference of nearly \$100 million over the governor's proposed allocation.

Brown and Lt. Gov. Gavin Newsom both hold seats on the CSU Board of Trustees. Both have voiced support for higher education, but Brown has consistently held the line on funding increases, making any funding hikes contingent on improved efficiency.

This is the second consecutive year the governor's proposal has fallen short of the trustees' request, as the 2014-2015 allocation came in about \$95 million short. Back then, an impressive number of legislators supported full CSU funding. Despite their lobbying and the massive campaign for full funding that a coalition of students, the public, management, faculty, and staff mounted, the governor didn't budge from his January 2014 proposal for a merely modest increase.

The situation just three years ago was vastly different. The CSU budget had been slashed enormously in previous years, class offerings were cut right and left, tight enrollment caps were in place, and some CSU employees were laid off.

Since then, Brown has worked very hard to stabilize California's finances. He believes in a bit of austerity now to save for the inevitable downturn that could someday plunge the state into another recession.

He has demanded concessions from public higher education in the form of more degrees awarded, larger class sizes, and increased offerings of essential courses. He has also pushed for more online course offerings, but a pilot program to increase online course offerings at San Jose State—an experiment that Brown embraced—stumbled badly, which seems to have cooled the governor's desire for that type of efficiency.

Concurrent with Brown's four-year plan of merely modest increases in CSU funding, Chancellor Tim White is aiming to increase the number of undergraduate students who receive diplomas by a whopping

100,000 over the next 10 years. How is this to be achieved if a conservative approach to funding continues through the decade?

State support for the CSU system in 2014-15 remained nearly 25 percent below 2007-08 levels, after adjusting for inflation. If the rate of state funding increase doesn't change soon, the CSU might need another 10 years to reach its pre-recession levels, just in time for Chancellor White's 2025 deadline. By then, CSUEU-represented employees will be worn out from the huge workload increase brought on by a

more than 20 percent increase of degrees awarded. And our paychecks probably won't have increased proportionally. Given the dire and largely unmet need for infrastructure maintenance and repairs, we may not even have buildings still standing in which to work.

California's chief bear is doing what he believes is best for the state as a whole, and for that, he deserves respect. Let's hope that in 2025 we still have jobs, all of which are essentially at risk due to his fiscal conservatism. Whether or not his reluctance to spend on higher education today is for the best remains to be seen.



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And be sure to "like" us!



# Magali Kincaid and Joseph Jelincic:

## New SLRRs Make Their Mark

Last year saw the hire of two new Senior Labor Relations Representatives who share a passion for change and a wealth of knowledge about the important role that unions can play in moving society forward.

They also share personal histories from their teen years: it was in high school that they became involved in protests and advocacy.

For Magali Kincaid, who joined the CSUEU staff last July, the moment came in 1994 when voters passed anti-immigrant Prop. 187, which prohibited undocumented workers from using healthcare, public education, and other social services. As a high school student in Pacoima in the San Fernando Valley, she fought against the measure both before and after that election, and it was eventually overturned by the courts in 1999. In 1996, she battled equally hard against Prop. 209, which amended the state constitution to prohibit government institutions from using affirmative action.

For Joseph Jelincic III, who was promoted to Senior Labor Relations Representative (SLRR) in early 2014, the moment came when his high school principal at Mira Loma High School in Sacramento threatened his drama teacher with dismissal.

“We successfully circulated a petition on campus, organized students to march to a school board meeting on the theme of injustice in the workplace, and delivered eulogies at the meeting,” he recalls. “That experience was reinforced as a college freshman working part-time in the Department of General Services mailroom, which was a union shop. When contracted janitors in our building went on strike to get better health benefits, I became involved with SEIU 1877, and that’s where I really connected the dots.”

Magali, who grew up in South Central Los Angeles, holds a BA in English from Sacramento State, where she was a student activist with MEChA, focusing on cutbacks of multicultural classes in the English department, among other causes. Magali, whose family is of Guatemalan heritage, earlier received the Latina of the Year Award while studying at Sacramento City College.

She went on to earn a law degree from the Lorenzo Patiño School of Law in Sacramento, interning at the California Department of Corrections and Rehabilitation before serving as a legal assistant with several Sacramento law firms. From there, she served for three



Joseph Jelincic and Magali Kincaid

years as a union representative at SEIU 1000, California’s largest state employee union, representing 95,000 workers in nine bargaining units.

“Working at 1000 provided a strong foundation,” says Magali, “although the paperwork—including motions, memos, and information requests—was already familiar from having worked in legal offices. Most importantly, I was surrounded by hard-working staff members dedicated to preserving the rights of working class people and to ensuring that California continues to have a solid middle class.”

Today, her many responsibilities include working with the CSUEU Organizing Committee in implementing program-wide organizing efforts, including taking action against the outsourcing

of custodial, IT, and other bargaining unit jobs.

At CSU Northridge, she helped lead a campaign last fall that resulted in a memorable meet and confer to address outsourcing of custodial jobs. It led in management’s on-the-spot promise to bring jobs back in-house to Bargaining Unit 5, much to the surprise of the many custodians observing the meeting.

“To see these often under-valued employees energized and even crying with joy at the meet and confer was exciting and empowering for all of us,” says Magali. “The statewide outsourcing campaign has been amazing already, and we’ve only just begun.”

Joseph grew up in Sacramento in an activist environment. His father, Joseph Jelincic, Jr., variously served as chair and vice-chair of the largest bargaining unit at what is now SEIU 1000 and at the time was a division of the California State Employees Association (CSEA). The senior Jelincic went on to serve as CSEA president from 2003 through 2007 and today serves on the CalPERS Board of Administration.

“I remember stuffing envelopes in the early ‘90s in the precise spot where CSUEU headquarters are now located, which at the time was office space for CSEA’s civil service division officers,” Joseph recalls. “I made microwave popcorn at a machine located just about where CSUEU Executive Director Brian Lee’s desk is today.”

After high school, Joseph attended American River College before transferring to San Francisco State, where he earned a BA in Labor

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Studies in 2007. As a SFSU student, he held a part-time job as a student assistant in university housing, a position that brought him into contact with CSUEU. Upon graduating, he accepted a position as a political and community organizer in San Mateo and Santa Clara Counties for UNITE HERE, which represents over 400,000 workers in the hospitality, gaming, food service, and laundry industries.

From there, he returned to SFSU as a full-time employee serving in various student housing coordinator positions. Now a CSUEU member, his many chapter titles over the subsequent three years included chief steward, Bargaining Unit 7 representative, member of various Labor-Management Committees, statewide Bargaining Unit 7 Council member, and CSEA General Council delegate.

For part of 2010, he served as a part-time lost-timer working for CSUEU, and, in early 2011, CSUEU invited him to serve as a full-time lost-timer. The union subsequently hired him as a Labor Relations Represen-



Joseph Jelincic supporting his dad at a civil service employee rally back in 1991

tative in mid-2011, assigned to the San Jose State, CSU Monterey Bay, and Sonoma State chapters.

As a SLRR, Joseph's many responsibilities today include broad representation tasks, including serving as chief negotiator during contract bargaining, a role he assumed almost immediately upon being promoted to his new position.

"That was challenging but satisfying," he says, "since ultimately we were able to get a good contract containing gains we hadn't had before. My previous member and staff experience really helped me jump in with both feet."

Today both Magali and Joseph are immersed in their new roles and are primed for the challenges ahead. Welcome aboard, Magali and Joseph!

## What Does It Mean to Be a CSUEU Member?



By Loretta Seva'aetasi, VP for Finance

As last year came to a close, I reflected on some of CSUEU's accomplishments in 2014. The biggest one—successfully bargaining a new 3-year contract—was made possible by leaders and other members who are dedicated to our represented employees and are fighting hard for what is fair.

Everyone did their part, from chapter presidents who led Solidarity Wednesday actions and members who wore their union shirts to bargaining team members who spent weeks on the road and Legislative Committee members who made our legislators aware of what was at stake.

I'm proud of the work the Finance Committee did all year to ensure that funds were available for the contract campaign, that we passed our annual audit with flying colors, and that our year-end fund balance showed a 10-month reserve and an operating deficit \$100,000 lower than anticipated. We have a great team.

I'd like to take a moment to discuss union fees and dues. When we get our pay stubs each month, we can all see that a deduction has been made for CSUEU. You may be wondering what that deduction means.

Those of you who haven't yet joined the union—and thus are what is termed "fee payers"—support the union's administrative expenses.

These costs include the staff members who work in our Sacramento headquarters and our labor relations representatives at the campuses, as well as office rent, travel to meetings, IT support, and all the other things that are needed to keep an organization like ours running. Your fees amount to \$9.98 per \$1,000 of gross salary, and none of those funds can be used for political activity.

Membership dues are entirely different. One important distinction is that dues are only 2 cents per \$1,000 more than dues, just pennies per month, even for higher-end wage earners. The dues rate is 1 percent, or \$10 per \$1,000 of gross salary.

More importantly, only union dues and Political Activities Committee contributions can be used for the union's important political and organizing activities, such as advocating in Sacramento for additional CSU funding, working with our legislators to prevent outsourcing, and helping candidates who are supportive of our issues with their political campaigns. We can also use these funds for organizing, including growing our membership and making our voice more united and stronger. Being unified helps us at the bargaining table.

Membership means that you are entitled to union representation in the event you should face disciplinary action. It means you can vote in union elections. And it means you're eligible for CSEA Member Benefits, which include discounts to movie theaters, theme parks, and even legal services.

Those pennies per month may not seem like very much, but it's union membership that allows the union to do some of its most important work. ***CSUEU cannot protect your wages, hours, and working conditions without your membership support.*** Being a member tells union leaders that you support their efforts, and it tells management that we're unified.

Learn more about becoming a CSUEU member at: <http://www.csueu.org/Resources/Join.aspx>.

# Rally Declares It's Time for a Change at CSU Chico!

*On Feb. 13, Chapter 302 held a lively rally against bullying and for transparency, with support from other CSU unions, Chico teachers, and CSU Stanislaus Chapter 308*



## Chapter Focus

# Cal Maritime: Full Speed Ahead



By Ray Finnell, CSU Bakersfield

If pressed to describe everyone at the California Maritime Academy with only one word, “proud” would be a good choice.

From students and staff to faculty and administrators, an atmosphere of quiet satisfaction pervades the campus: they are in the best of possible places for themselves.

Of all the CSU campuses, the one in Vallejo arguably has the most unique curriculum and overarching goal. The Academy, known as CMA or Cal Maritime, has one primary purpose: to train students to operate ocean-going merchant vessels safely and efficiently. CMA is one of seven such U.S. institutions and the only one on the West Coast.

The academy provides quality, personalized teaching with a student-to-faculty ratio of 14 to 1 and average class size of 22. Students come from all walks of life. One current cadet is 67 years old; many other students are back at school seeking training for a second career.

Not many universities have a classroom that measures 500 feet long and 72 feet wide, stretches from 32 feet below water to 148 feet above, and displaces 19 million pounds of water.

Training Ship *Golden Bear* is one of only a handful of non-military U.S. ships whose primary purpose is to train merchant marine students. Formerly a U.S. Navy mapping vessel that traveled the Pacific Rim, the *Bear* now steams to distant shores every year. Crew members are

CMA students, faculty, administrators, and staff.

“In our classrooms, we have simulators for different types of vessels, including the *Bear*, navigated under different conditions,” says CSUEU Chapter 323 President Chuck Constantine. “By the time senior cadets take their final cruise, they know how the *Bear* works, including how to navigate, operate, and maintain her. They put their simulator training to use, along with their theoretical knowledge and hands-on experience.”

When the *Bear* is at sea, each individual onboard plays an important part in everyone’s safety, and, indeed, survival. A single mistake could have disastrous consequences for the ship and all aboard.

Helping prevent major errors are systems and safety redundancy, reinforced by close staff, faculty, and administrator oversight. Crew members have pride in knowing what to do and what to not do.

CSUEU-represented employees have helped inculcate this can-do culture by bringing their own deep know-how to the job and sharing it with cadets and the campus community.

As on other ships, a military command structure is in place on the *Bear*.

“The ship has a captain, chief mate, and chief engineer, on down through the ranks,” said Constantine. “There’s no toler-



Training Ship *Golden Bear* at home in Vallejo

ance for insubordination, horsing around, or being unfit for duty. If violations are severe enough on a cruise, the person will be dropped off at the next port and will need to figure out how to get home on his or her own.” That doesn’t happen very often, he adds.

The chain of command is part of the curriculum, and everyone must abide by its strictures. Constantine, a former military policeman with the U.S. Air Force who now serves as a community service specialist at CMA, notes that those

rules complement the CSUEU/CSU contract in many respects.

“The union protects people’s rights under the collective bargaining agreement. At sea, if something needs to be done and you’re ordered to do it, you do it. You may not know the consequences of not doing it, but the officer probably does. We deal with contract violations after the incident,” he says.

Most of the 15 or so CSUEU-represented staff members onboard are non-exempt, so, if they are required to work overtime, they



Walter Abarca and Tom Morgan help keep CMA’s networks operating

# Ethic of Care: Take Care of Yourself. Take Care of Each Other. Take Care of This Place.



## The spirit of CMA

are paid or receive CTO for it. One oddity is that most employees work 40-hour weeks spread over seven days for the length of the cruise, usually eight weeks.

Constantine explains, "If there's a union problem, the employee calls or e-mails me, and I work on it from shore with the appropriate administrator."

The officers onboard are all MPPs, so the command structure is analogous to the authority structure of the CSU. Work conditions on the cruises are so different from conditions in the rest of the CSU that the CSUEU/CSU contract has a separate article specifically for cruise employees.

Equipment Service Specialist Tom Morgan maintains computers and networks on some cruises. He has been out to sea eight times in 11 years, despite having been furloughed to 50 percent time base during the recession.

"CSUEU went to bat for me and helped get me back to full time," he says. Morgan, who had no health benefits or retirement plan when working in the private sector before starting at CMA, is grateful to CSUEU for its work on his behalf.

Chapter 323 Chief Steward Mick Bowlin serves as an equipment technician when the *Bear* is docked. When at sea, he serves as a faculty member and thus is not eligible to serve as a CSUEU steward. In those cases, he directs employees either to Constantine, who does not go out with the ship,

or to onboard chapter steward Lisa Warner.

Constantine and other chapter leaders try to solve problems informally before filing a grievance. "We have a good working relationship with HR and don't have to file much paper," he said.

A "must-do" attitude permeates every nook and cranny of the ship. Crew members take care of business immediately, with the goal of keeping everyone safe. That attitude carries over from ship to shore.

"Being a good shipmate" is the operative phrase. Admiral Tom Cropper, CMA's president, puts it this way: "Communication is highly important. I expect everyone to focus on the mission and to work as a team rather than being stuck in old habits. I want silos to be broken down, people to listen to each other, and everyone to figure out what they need."

Cropper came to CMA following his retirement from the U.S. Navy. He observes that leading the academy is not unlike being a Navy leader.

"Military operations require collaborative effort at the deck-plate level," he says. "The command structure can be top-down when needed, with safety and education goals being of top priority. Good training plus experience enable people to make good decisions."

The curriculum is strenuous. Physical training is a must. A new athletics complex on campus features a swimming pool

large enough to handle a lifeboat, in which cadets must learn to flip capsized lifeboats by themselves. They may never need to save a life at sea, but, if the situation arises, they will be prepared. Instructors emphasize teamwork, a value that often extends to campus life: two years ago, one group of cadets carved out a part of the campus for a community garden, while another created a wilderness trail through a section of rough campus terrain.

By the time they graduate, cadets will have gone on at least two cruises. Many sit for U.S. Coast Guard (USCG) licensing exams, though not all are required to do so. USCG licenses increase employment opportunities.

"Placement is at about 95 percent of graduates," says Public Affairs Officer Robert King. Many graduates work for private shippers, but some enlist in the armed forces.

CMA offers six Bachelor's degrees and one Master's. In addition to hands-on career tracks, it offers

instructors are numerous masters of ship operations, engineering, and maintenance.

A recent research program is cutting-edge: the *Bear* is now set up to treat ballast water on an experimental basis to prevent the transport of invasive non-native species between ports. Several private enterprises are competing to develop this technology, which is vital to protecting local habitats' native species. The problem: most oceangoing vessels take on ballast water to stay in proper trim (level), then they release the ballast—and the organisms in it—at various ports, including the U.S.

Across the CMA campus, simulators support both training and research. A recent brainteaser involved figuring out how to turn a 1500-foot cargo ship around in an 1800-foot basin. Cadets created 42 scenarios in a simulator, instructors chose the best solution, and "it worked perfectly," according to Cropper.

If a piece of equipment breaks on



Chief Steward Mick Bowlin aboard the *Bear*

degrees in the business and policy of shipping. Cropper stresses that this is a maritime university, not just a trade or technical school. Half of its undergraduate degrees focus on administrative fields. Faculty members include internationally recognized experts on maritime piracy and structural and operational failure of ships. Among the accomplished

a cruise, the cadets, staff, faculty, and administrators must figure out how to bypass, replace, or fix it. Engineering cadets take machine shop and welding courses, and the ship has some equipment and tools aboard. Bowlin, an electrician, sometimes gets his hands greasy along with cadets, other CSUEU members, maybe members of Bargaining Unit 10



Margo Axsom, CMA's PeopleSoft guru

(Operating Engineers), and an officer if needed to keep things running.

"You have to work with the equipment you have on hand," Bowlin explains. "Sometimes that means being creative."

Everyone who serves on cruises is required to take shipboard safety and security training.

"Security officers are onboard, but, by design, most people don't know who they are," says Bowlin. "They're similar to U.S. air marshals."

In foreign ports, however, the ship and its personnel are subject to local laws and thus enjoy no special protection.

"It's just another U.S.-flagged vessel, and individuals are responsible for their own actions ashore," he continues. "If someone gets arrested and detained, we'll try to help, but ultimately it's the individual's responsibility to deal with the situation."

Pre-cruise training helps prevent problems, along with peer pressure and the camaraderie inherent onboard and back home. Furthermore, the dock at which the *Bear* is moored in Vallejo is a Federal Port, so access and egress are closely monitored and controlled by CMA staff, who must adhere to Homeland Security mandates. Medical personnel, some represented by CSUEU,

are aboard during cruises.

Austin Retherford, a CSUEU-represented community services specialist, monitors access to the ship. His familiarity with the cadets attests to the tightness of the campus community. He records every entry and exit on log sheets. Constantine and others do the same, working long shifts to keep the port secure round the clock. Additionally, all personnel aboard must be accounted for in case of emergency.

About 80 CSUEU-represented employees work at CMA. CSUEU

membership is a record-setting 85 percent, the highest of all 24 chapters. Constantine attributes his chapter's high membership rate to CMA's culture of camaraderie, from the *Bear* to shore.

"Nearly everyone knows everyone else," he says. "It's hard to work next to someone who's a member when you aren't." The chapter's effectiveness in contract enforcement and management's respect for employees are selling points, too.

The high membership rate and culture of solidarity means the chapter gets high marks from represented employees across the campus.

Margo Axsom, PhD, the campus' PeopleSoft expert, has nothing but good things to say about CMA and CSUEU. "CSUEU has contributed to my desire to be a union employee rather than a manager," says Axsom, who in the past has worked at CSU Long Beach and Sonoma State in both staff and management positions. "The U.S. is best when unions are strong," she adds.

CSUEU-represented employees in University Advancement echo Axsom's satisfaction. Sharon Culpepper, Paula Vitt, and Chelsea

McClain are content with their working conditions and with the union's efforts.

Walter Abarca, who likewise appreciates the chapter's work on behalf of CMA employees, holds a hybrid position in IT, an arrangement that is emblematic of resources being stretched thinly across the CSU. He's a CSUEU-represented network analyst half of the time and becomes his own boss by serving as interim IT director the rest of the week.

"There are no labor-management problems in my area," he jokes.

Paul Sosa, another chapter adherent, came to CMA from the private sector two years ago to accept a network operations analyst position. He sees parallel pressures to innovate in both the for-profit and nonprofit worlds.

"Competitiveness in my private sector jobs forced cutting-edge product development that's similar to the innovation necessary in higher education," he comments.

CMA has capitalized on its unique position. Applicants are begging to attend. The admissions-to-applications ratio is low. Students from other maritime academies lacking training ships often get their "sea time" on CMA cruises.

"Until now, we've been an unknown gem," says Cropper. "We want to keep it a gem, but make it known."

Constantine sums up the spirit of co-operation at CMA: "People listen."

Integrity, energy, friendliness, and enthusiasm could all describe the California Maritime Academy. But "pride" stands out. CMA is an institution of which the CSU, the state, and the country can be extremely proud, and CSUEU-represented employees play a big role in helping CMA earn that pride.



Paul Sosa analyzes network usage and needs

# CSUEU Committee Reports

## *Governance and operations at work*

### CLASSIFICATION

Committee chair Lori Williams had a full agenda at the Classification Committee's most recent meeting. In conjunction with the Bargaining Unit 2 Council, committee members discussed the ongoing issue of the athletic trainer's classification, and next steps were addressed.

The committee also discussed Bargaining Unit 5 laborer classification standards. This has become a catchall classification for Unit 5. The committee has no representative from Unit 5; members will be working with BUC 5 Chair Mike Chavez to secure an appointment.

BUC 7 Chair John Orr led a discussion on the merging/transition of mailroom clerks to warehouse workers. Committee members now want to address the issue of classification standards in general, especially in Bargaining Unit 7. Many classification standards are "muddy" (i.e., duties overlap between standards). Some classifications are either under-utilized or not used at all. Technology usage has become part of many positions but is not included in many Classification and Qualification Standards (CQS).

### COMMUNICATIONS

Communications Committee Chair Debbie Blair reports that committee members will be working this year on the 2016 CSUEU calendar, a possible new logo design for CSUEU's 10th anniversary, the fall poster, CSUEU E-News, and several issues of *University Employee*. Work is already underway on the spring poster.

New communications efforts include regularly reporting the passing of CSUEU-represented employees, activists, and staff members. Obituaries were published in the December 18 edition of E-News.

The "Know Your Contract" series continues in E-News, with upcoming pieces planned on overtime, vacations and holidays, and family and medical leave.

### FINANCE

At the Finance Committee's most recent meeting, members discussed and prepared a balanced 2015 budget. VP for Finance and committee Chair Loretta Seva'etasi presented the budget to the Board of Directors at its November meeting. The board passed the budget with full approval. Since 2015 is a union election year, this year's budget needs to include

costs related to the election of statewide officers, as well as:

- a training for chapter treasurers in March
- a training for chapter organizing chairs in March
- a retreat and training for newly elected Board of Directors members in August
- the California State Employees Association's General Council in October

The budget also assumes full staffing of labor relations reps and senior labor relations reps throughout the year.

### LEGISLATIVE

Led by Chair Kim Harrington, the Legislative Committee recently met to finalize CSUEU's legislative priorities for 2015. The committee prepared a number of motions to be considered or approved by the Board of Directors. The motions were:

- Research AB2053 and develop bill language that addresses abusive conduct in the workplace
- Revisit AB2721, which would add a staff trustee to the CSU Board of Trustees
- Revisit SB943, which would align CSU's contracting out criteria with those of other state agencies
- Express the Committee's support and advocacy for the creation of a CSUEU legislative representative position, as proposed by the statewide president, executive director, and VP for finance
- Write a draft job description and announcement for the legislative representative position for the Board of Directors' action at the March 2015 meeting

The committee is pleased to note that the Board of Directors approved these motions at the November 2014 meeting.

### ORGANIZING

At its last meeting, the Organizing Committee reviewed the goals achieved during last year's contract bargaining and Take a Stand campaigns. Members agreed that these initiatives brought together all sectors of the union, with results that amounted to an amazing feat for our union.

This year brings a new challenge to the Or-

ganizing Committee: helping chapters increase their membership. One recruitment effort will involve ensuring that all chapters conduct new employee orientation.

Led by Chair Mike Geck, the committee has also launched a member and PAC recruitment contest that continues through June 30, 2015. All CSUEU stewards are eligible to participate, as are members who wish to become stewards. The grand prize is round trip airfare and a three-day/two-night stay in any city where Southwest Airlines flies in the continental U.S.

For more information, including contest rules, contact your chapter president or CSUEU headquarters at (916) 319-4800.

### POLICY FILE

The committee met several times in recent months to continue reviewing and preparing motions to keep the CSUEU Bylaws and Policy File up to date and within current practice.

At its June meeting, the committee developed a motion that would remove the Classification Committee and assign its current charge to the Representation Committee, but at its November meeting the committee pulled this motion from the November Board of Directors agenda. Chair Steve Mottaz and committee members decided that other options should be explored, given that the Classification Committee serves a vital role in the organization.

The committee also prepared a list of future projects. The committee is pleased to note that the Board of Directors approved these motions at the November 2014 meeting.

### REPRESENTATION

Chair Alisandra Brewer reports that committee members are reviewing the steward training program and making plans to schedule sessions at various campuses soon. The new CSUEU/CSU contract means all current stewards must be recertified, which provides opportunities for new stewards to be brought onboard.

The campaign against improper use of surveillance cameras continues. Brewer reminds all represented employees to inform their chapter leaders if they observe cameras being used to monitor employee actions inappropriately.

As well as reviewing cases for possible arbitration, committee members are monitoring the impact of the new contract on labor-management interactions and are catching up on items deferred due to last year's contract bargaining and ratification.

Members of the bargaining team are using a new calendaring system to make scheduling their meetings easier.

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

## *Items of statewide interest*

### BU 2

At the Bargaining Unit 2 Council meeting last November, members addressed an announcement from the Office of the Chancellor regarding the Ebola outbreak. The CSU is ensuring that all health centers are in compliance with Centers for Disease Control and Prevention recommendations.

Led by Chair Tessy Reese, the council has been investigating working conditions for athletic trainers, including complaints of unusually long required hours and such unsanitary environments as rodent infestations. Several months ago, the union submitted an information request for data regarding these issues, and the Office of the Chancellor recently responded. Using data from that response, along with her own examination of campus websites, BU 2 member Lori Williams has developed a statewide mailing list of trainers in a variety of classifications. The council has used that list to distribute a survey about working conditions to all athletic trainers. Council members will discuss results and next steps at their next meeting, and they will schedule a follow-up meeting with CSU representatives soon.

### BU 5

Led by Chair Mike Chavez, the Bargaining Unit 5 Council recently met to discuss systemwide issues affecting BU5 employees. While outsourcing of custodial work remains an issue for the CSUEU, good news was reported at the Northridge, Bakersfield, San Francisco, East Bay, and Los Angeles campuses, where some, if not all, custodial jobs either have returned or will soon be returning to the bargaining unit.

Roundtable discussions included: the need to monitor the classifications on current job postings to ensure they are within the classification standards, the need for a BU5 newsletter, the possibility of assisting represented employees at some campuses with spirit-building, and overtime rotations.

Committee member Sergio Roldan agreed to represent BU5 on the Classification Committee and more recently volunteered to serve as vice chair on the statewide BU 5 Council as well.

### BU 7

John Orr, statewide chair of Bargaining Unit 7, reports that discussions with management regarding Unit 7 classification issues

have been delayed due to a head classifier vacancy at the Office of the Chancellor. A settlement has been reached at Cal State L.A. under which mailroom clerks have been converted to warehouse workers.

Orr encourages chapter Unit 7 representatives to network and get to know each other in preparation for statewide elections in June. Orr, from the CSU Fullerton campus and statewide chair since 2012, has announced that he will not seek re-election to his current seat. Council members thank him for his leadership and service, as do members of the Board of Directors.

### BU 9

At the most recent Bargaining Unit Council 9 meeting, Chair Rich McGee and Vice Chair Susan Smith reviewed important changes in the new CSUEU/CSU contract. Going forward, the focus will be on enforcement of the contract.

The committee discussed several important items, including video surveillance, which on several campuses is a hot topic for meet and confers, according to McGee. Video should not be used as an employee time clock or to discipline workers, and audio recordings of conversations are not allowed without a clear notice posted.

If you have questions on video surveillance or any other Unit 9 issue, please contact McGee at [csueu.unit9@gmail.com](mailto:csueu.unit9@gmail.com)

### BU 13

Bargaining Unit 13 is comprised of English Language Program instructors at Cal State L.A.

The unit completed reopener negotiations in November. In May, 2014, CSUEU submitted a sunshine proposal addressing Articles 20 (Salary) and 21 (Benefits). The first meeting between CSUEU and the CSU took place in early August. At first unable to reach agreement, the parties continued to negotiate and ultimately reached agreement on November 10.

According to terms of the agreement, members received a 4.34 percent salary increase for 2014-15, retroactive to July 2014. That number includes the 3 percent that all units received in 2014-15 plus the 1.34 percent that all units—except 13—received in 2013-14. Members will also receive a 2 percent general salary increase for 2015-16.

Finally, members may be assigned to (and compensated for) special projects in addition to their teaching assignments.

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