

# 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 and 14 (Cal State L.A. and CSU Monterey Bay English Language Program Instructors)

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## President's Message

*From the desk of Pat Gantt, CSUEU President*



With last month's signing of the 2016-17 state budget, another budget cycle came to an end—and, in a heartening sign that the Great Recession is over, legislators increased the CSU budget once again. This marked the second year in a

row that the CSU budget grew from the January start to the June finish of the budget cycle.

Last year, the governor's proposed budget fell some \$100 million short of the amount that the CSU Board of Trustees had declared they needed to keep the system running smoothly. By the time that budget was signed last summer, legislators had augmented the CSU budget to provide full state funding for the first time in nearly a decade.

This year, the final budget may have fallen short of full CSU funding, but it does include a \$12.5 million increase in the CSU budget above the budget proposed by Gov. Brown, intended to increase student enrollment by 1.4 percent. The CSU will also receive an additional \$50 million in one-time funds, the bulk of which will be released upon adoption of a plan to improve graduation rates, with specific targets for underrepresented and first-generation college students.

In the best of all worlds, of course, the CSU would have received full state funding this year. The softening state revenue picture clearly impacted Gov. Brown's budget framing. In addition, the uncertainty as to whether voters will approve Prop. 55—a partial extension of Prop. 30 taxes—appears to have influenced him. He made his budget decisions ignoring the fact that voters may very well

vote in favor of the extension this November and that this revenue source could thus be continued. If the proposition does pass, he may well act more favorably next year when it comes to CSU funding.

Recognizing that extension of those Prop. 30 taxes are indeed important to our state's continued financial health, last May the CSUEU Board of Directors endorsed the ballot initiative to extend Prop. 30's higher income tax on upper-income earners.

The governor's concerns are reflected in the fact that he has favored one-time allocations rather than ongoing base funding. Convinced that an economic downturn is inevitable, he also chose to set aside a full \$2 billion for the Prop. 2 rainy day fund.

Still, the CSU has now seen budget increases over January proposals for the second consecutive year. Those gains were the result of hard work on the part of the entire CSU community, including successful CSUEU Lobby Days each April (see the related article on p. 4) and a CSUEU e-mail campaign last month that saw hundreds of members sending e-mails to legislators across the state urging increased CSU funding. Having members advocate for the state budget will be crucial in coming years to ensure that our positions and compensation funding improve and stabilize.

These efforts are having an impact in other ways: legislators are increasingly seeing CSUEU as a force to be reckoned with. Our union is fast emerging as the most influential CSU organization demanding accountability on such crucial matters as CSU hiring and budget decisions.

That was particularly evident last May, when the California Joint Legislative Audit Committee voted unanimously to launch a state audit of management growth within the CSU system. The

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**Story ideas or comments?**  
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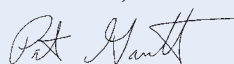
committee acted in response to Assemblymember Shirley Weber's CSUEU-sponsored request for an investigation of disproportionate growth in CSU management positions, exorbitant pay increases of CSU executives, and ineffective state oversight of the CSU budget. The resulting audit report is expected early next year.

In addition, we have a bill that would create a seat for a staff member on the Board of Trustees, a measure that we hope will pass out of the legislature in the next few months and on to Gov. Brown. We will continue to pursue legislative language that helps to hold ac-

countable the CSU outsourcing of work that we could do.

Stay tuned for news about these and related Sacramento initiatives as we watch out for CSU funding, CSU spending, and CSU employee work conditions—in other words, as we increasingly succeed in making our voices heard at the Capitol.

In union,



Pat Gantt

# What Is a Union? Working People Standing Together!

Talking up your union to anti-union co-workers is never easy, but recent results of innovative testing have shown that the odds of success are greater when you use phrases that have a more human edge and that hit the recipient at an emotional level.

Neuroscientist, psychologist, and political messaging expert Drew Westen, author of *The Political Brain*, developed the testing, designed to gauge the public's attitudes toward unions and to create messages that move people who are on the fence to a more sympathetic point of view about unions.

Westen started by conducting dial tests with carefully chosen focus groups whose participants turned a dial up or down if they liked or didn't like specific pro-union messages. He then tested the words and phrases that were connecting the most against the best anti-union messaging. Finally, working with the California Labor Federation (CLF), he winnowed it all down to specific winning themes and phrases.

The challenge that prompted Westen's testing: How do we more effectively message about unions in a way that's emotionally evocative?

Drawing on his results, the new narrative re-

brands unions as "working people standing together," a phrase that resonates with people who have negative views of unions or think they are irrelevant. It refocuses their concern where it should be: on corporations and CEOs. Most Americans today understand that income inequality results from CEOs who negotiate their own compensation but won't let workers do the same.

This narrative also puts a human face on workers. The spell of anti-union rhetoric is broken when we paint pictures of real people, help everyone identify with them, and evoke gratitude for what they do.

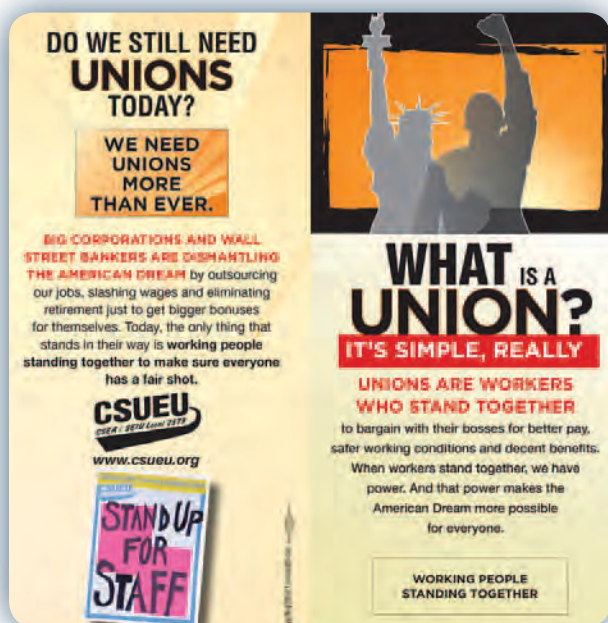
Now CLF has created a new

pocket card—titled "What Is a Union?"—whose every word comes from these test results, and CSUEU has customized the pamphlet by including the CSUEU logo and other signage. This unique document is downloadable from the "About CSUEU" box on the right side of the union's home page, [www.csueu.org](http://www.csueu.org).

The brochure boils down the new narrative to a few key concepts:

- Today, the only thing that stands in the way of the CEOs and corporate lobbyists is what stood in their way in our grandparents' generation: working people standing together
- That's why workers and their unions are innovating to keep California competitive by
- retraining workers for new industries
- partnering with small businesses to keep jobs here at home
- fighting alongside parents for smaller class sizes so teachers can teach and students can learn

"At a time when public sector unions are under unrelenting attack, it's important for our members to talk to their co-workers about the strength in numbers that unions provide," says CSUEU President Pat Gantt. "We're fortunate to now have the 'What Is a Union' pocket card to augment those crucial discussions. I encourage everyone to check it out, download it, and share it with co-workers."



# California Public Higher Education Needs Its Own Prop. 98

By *Loretta Seva'aetasi, VP for Finance*



Every two months, CSUEU's statewide officers attend the CSU Board of Trustees meeting in Long Beach. This is our opportunity to hear what the CSU leadership is planning and, during public comments, to make our voices heard.

Every March, the trustees tell us they need our help and our voice to secure the subsequent year's state funding for the CSU system. Every year, we try to do just that, sometimes with success, but more typically with mixed results at best.

Unlike grades K-14, whose funding is protected by Prop. 98, state funding for higher education is never a sure thing. The CSU system needs its own Prop. 98, and trustees should be leading the charge.

The General Fund—the part of the bud-

get that funds public higher education—is considered “discretionary,” so CSU funding is essentially at the whim of the legislature and the governor. That’s in spite of the fact that the CSU is a powerful economic engine for California, producing \$5 in revenue for every dollar spent. CSU funding is an investment, and one we can’t afford to squander.

Back in 2009, during the Great Recession, CSU funding was hit hard, and it has never fully recovered. A number of funding patches have been implemented since then, including tuition increases, work furloughs, deferred maintenance, staff reductions, and fundraising campaigns. Those tuition increases have put students on a slower and costlier path to graduation, while under-funding kept staff wages stagnant for seven-plus years in a row.

I took the time during public comments last March to remind the Board of Trustees

that CSUEU members work at and for public higher education in California. We are joined by the CFA, the APC, SETC, SUPA, and other CSU unions in helping our students graduate and begin contributing to our state economy. California relies on an educated workforce, and the CSU system is positioned like none other to provide one. It is the largest four-year public university system in the country.

Prop. 98 secured guaranteed funding for grades K-14, and we need something similar for the CSU. We need to move beyond asking for funding each and every spring. We need to work collaboratively to secure ongoing, stable funding for our system so employees can earn a living wage and students can graduate on time and free of debt.

## Reaching Out in Person to Every CSUEU-Represented Employee

*Neil Jacklin, VP for Organizing*



Throughout late 2015 and early 2016, CSUEU members and staff have fanned out across CSU campuses statewide to make one-on-one contact with CSUEU-represented employees and sign up new members. Concentrated over one to three days per campus, these initiatives, known as “blitzes,” have helped give a personal touch to CSUEU’s on-campus presence.

The Organizing Committee has spearheaded this exciting campaign, designed to make as much personal contact with CSUEU-represented employees as possible. It has been so successful that we are considering moni-

toring membership percentages so we can target recruitment efforts to the campuses that need the most support.

We are also considering:

- formalizing blitz campaigns to become part of the VP for Organizing’s duties
- setting aside statewide resources for blitzes
- giving chapters all the materials they need to conduct highly effective blitzes
- creating an organizing network of two or three people per chapter whose key responsibility is to recruit non-members

During each blitz, chapter organizing committee members, other chapter leaders, and

union staff walked the complete campus over a couple of days to ensure that CSUEU-represented employees are informed and to answer questions they may have about the union.

The recruiters are trained to discuss the benefits of union membership, including strength at the bargaining table, the ability to vote in union elections, representation for disciplinary issues, California State Employees Association member benefits, PAC participation and more.

These one-on-one discussions will also help the bargaining team as it prepares for the next contract cycle. We’re just half a year away from starting negotiations for the 2017-20 contract, and this type of in-depth outreach to our members helps the team identify the

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issues we collectively face, so we can bring those concerns to the bargaining table.

Additionally, CSUEU-represented employees who have been touched by the blitz are more likely to support the bargaining team during negotiations. That's especially true for employees at campuses where contract talks take place, since those are the campuses where rallies and other activist activities are most likely to be scheduled.

Working on these initiatives since late last year has been a great

opportunity for me as a new VP for Organizing. It has enabled me to understand the diversity of our campuses, to meet CSUEU-represented employees in all our bargaining units across the state, and to mentor leaders at all our chapters on member recruitment efforts. Through the blitz recruitment campaign, statewide organizing is becoming more visible to everyone on the campuses at the same time our union is becoming more visible to our represented employees. I see this as a win-win situation that I trust will lead to big payoffs in the months and years to come.

## News from Your Bargaining Team

*By Susan Smith, VP for Representation*



The bargaining team takes pride in the recent announcement that CSUEU members are receiving an additional three percent General Salary Increase (GSI) over the life of the current 2014-17 CSUEU/CSU collective bargaining agreement.

The CSUEU bargaining team's "me-too" or "fairness" clause, successfully negotiated as part of the current CSUEU/CSU contract, has made this win possible. This provision was triggered when the California Faculty Association (CFA) and CSU announced a tentative agreement on April 8, and it went into effect when both sides ratified that agreement last May.

CSUEU was the first CSU union to develop this particular version of the "me-too" clause, which all other CSU staff unions have subsequently included in their contracts.

Since the three percent increase is in addition to the seven percent increase already featured

in the 2014-17 agreement, it effectively provides CSUEU-represented employees with a total of 10 percent in salary increases over the three years from July 1, 2014, through June 30, 2017.

On July 1, all employees received a three percent GSI, which is one percent more than the two percent they would have otherwise received under terms of the 2014-17 agreement.

Effective June 30, 2017—the last day of fiscal 2016-17 and the last day of our current collective bargaining agreement—all employees will receive an additional two percent GSI. Since our 2014-17 agreement includes no increase on this date, this two percent is in addition to the seven percent increase in our 2014-17 agreement. Added to the one percent this past July 1, it brings us to a three percent GSI (in addition to our already negotiated seven percent) over the life of our current collective bargaining agreement.

Now the team is working on the next CSUEU/CSU contract, which will be ef-

fective from July 1, 2017, through June 30, 2020. We're taking steps to prepare for the upcoming campaign for full contract bargaining, including developing a bargaining survey for the members and engaging CSUEU chapters and members at informational town hall meetings in the fall. The team will participate in a CSUEU All-Committee/Bargaining Unit meeting this fall and will receive training next month from Cornell University's Worker Institute. Occurring over a two-day period, this customized training will cover such topics as bargaining strategies, negotiating, and contract costing.

The bargaining team and I have traveled to many chapters over the past few months for meet and confers on such issues as surveillance, scheduling, attendance policies, smoking, free speech, and drones. Now we're looking forward to engaging with CSUEU members and obtaining your valuable feedback for next year's contract bargaining.

**CSUEU E-News**  
Distributed every other Thursday  
...Chock full of the latest union news!

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# My San Bernardino



By Robert Garcia, CSU San Bernardino Chapter 320 President

When I was a kid, one of my favorite movies was “Rocky,” starring Sylvester Stallone as Rocky Balboa, a small-time, unknown club boxer who gets a chance to fight for the heavyweight championship of the world.

I loved the movie because, in the beginning, Rocky didn’t have a chance at winning. He was the clear underdog against all odds. But, with hard work and determination, he gave the champ the fight of his life. Rocky took a beating throughout the fight, but never gave up. Every time he got knocked down, he got back up with even more determination. Eventually, he lost the fight, but won the hearts and minds of the audience. And, in true Hollywood tradition, he got the girl!

Rocky reminds me of San Bernardino, the underdog that seems to be taking a beating lately. Frankly, I’ve read enough bad press.

Sure, San Bernardino has gone through its share of tough times, but the community keeps getting up and continues to fight! They say adversity builds character. Well, then, San Bernardino has plenty of character.

There’s another San Bernardino which the press doesn’t report on too often. This story is about the community of San Bernardino that I have come to know and love.

No matter the odds, no matter how bad the news, San Bernardino just keeps on fighting.

At the heart of this community are the staff, students, and faculty of Cal State San Bernardino.

Like Rocky, those people often go unrecognized, don’t mind playing the role of underdog,

and succeed in spite of all the adversity. There is still plenty of fight in San Bernardino.

CSUSB is a bustling campus of nearly 18,000 students. Nestled against the San Bernardino Mountains, it is a beautiful site with scenic views in all directions.

Built in 1968, it is the jewel of Southern California’s Inland Empire. Even more impressive than the beautiful buildings and scenic views are the people who work here.

Following are shout-outs to just a few of the CSUSB employees who go above and beyond the call of duty, doing their jobs in a way that makes us all proud to be part of this community.

**Saving a Life** – Staff members Raul Gonzalez, Barry Green,



This striking logo was developed in the wake of the San Bernardino terrorist attack last December 2

Jr., Patrick Bryan, and Jannette Figueroa have been honored by the American Red Cross for saving the life of CSUSB student Elena Palacios back in the Fall Quarter 2015.

Palacios was working out at the CSUSB Recreation Center when she had a seizure, hit her head, and collapsed. The staff members began performing CPR, and,



Rob Garcia (front row, second from left) with CSU San Bernardino facilities employees at a recent team-building event

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when she showed no signs of life, applied an external defibrillator. Her life was saved by the quick thinking of the four staff members. For action above and beyond the call of duty, the Red Cross honored these staffers with its Life Saving Award.

### **Creating Opportunities –**

The instructional design team creates educational opportunities for non-traditional students to obtain their degrees online. Technology support team members work day and night to make sure our campus is a well-oiled innovation machine. They offer prompt, friendly service to a demanding campus community that tests the limits of technology every day. They provide support by phone, FAX, e-mail, chat, in person—whatever it takes to get the job done well!

**Serving Others –** Sergio Roldan has been an employee at CSUSB for 23 years. Born in El Paso, Texas, Sergio and his family came to San Bernardino when he

was a child. He is a proud husband, father, and grandfather. Three of his children are in college, with the youngest still in high school.

With a selfless attitude and friendly smile, Sergio always puts other first. He gives his time tirelessly to help fellow employees, students, and faculty across campus. He is a strong supporter of the Delivering Emergency Nourishment/CSUSB Food Pantry, which provides meals and clothing to students who face food insecurity. He also proudly serves as a CSUEU steward and statewide Unit 5 vice chair.



Sergio Roldan

### **Quick Notes on a Scorecard**

There are many other people at CSUSB who deserve acknowledgement.

Learning in the classroom doesn't start until students are admitted to the university. I'd like to give a hearty thank you to all those dedicated employees involved in student recruitment,

advising, and admissions. You are often the first people to make an impression on incoming students. And, according to enrollment figures, you're getting the job done. The game starts with you.

The gang in Facilities keeps our campus looking beautiful, clean, and safe. It is because of their efforts that faculty, staff and students have a wonderful place to work and study.

I can't forget the team in the Office of Financial Aid. Their timely assistance is critical to the peace of mind and survival of so many students who might not otherwise be able to attend CSUSB.

Thank you to all the staff members in the Division of University Advancement for their continual efforts to raise funds for numerous CSUSB funding programs, such as Faculty Excellence and Student Success, Athletic Achievement, Native American Languages and Cultures, and Water Resources and Research. Your work is done behind the scenes and doesn't always get the attention it deserves.

CSUSB is a relatively safe and quiet campus. Cheers to University

Police Department Chief Jamsen, the PD leadership, as well as all the offices and dispatchers for keeping us safe.

A very special thank you to the Telecommunications & Network Services (TNS) team. Their work often goes unnoticed and sometimes unappreciated, unless something is not working. It is no minor undertaking to keep the network up and running when 15,000 to 20,000 people use their phones, tablets, laptops, and computers to the max every day!

Finally, kudos to the ladies and gentlemen of the College of Education Student Services area: They have been organized and re-organized, moved three times in recent months. They are all committed to providing service to students. The college would cease to function smoothly without their dedication and collaborative spirit.

They, like all the others mentioned above, represent the remarkable spirit of San Bernardino. Rocky would be proud!



# Lobby Day Brings Together Every Chapter



By Kathleen Bruno, San Francisco State University

Last April, CSUEU activists from every chapter throughout the state gathered in Sacramento for Lobby Day 2016. Each year, our Legislative Committee plans this day to ensure that every state legislator hears the concerns of CSU staff members in person.

pressing for the legislature's approval and the governor's signature on this important issue. Staff are the backbone of the CSU, and we need our voices to be heard through every available avenue, especially on the Board of Trustees.

The second, AB 2183, would prevent some of the contracting out that's currently tak-

ing place on our campuses. It would require management to demonstrate that using non-employee labor would truly result in a cost savings. This bill seeks to:

- save the State of California money
- bring the CSU in line with every other state agency in California, and
- preserve our CSUEU jobs



More than 50 CSUEU members from across the state met with legislators and/or staff on April 12

## Training Day

Lobby Day began with an all-day training on Monday, April 11, with Legislative Committee Chair Kim Harrington providing information concerning two Assembly bills of particular importance to our represented employees.

The first, AB 2386, calls for adding a classified staff seat to the Board of Trustees. Currently, the board includes campus presidents, one faculty member, one voting student, and one non-voting student. Passage of AB2386 would enable classified staff representation on the Board of Trustees for the first time ever.

Gov. Brown vetoed this bill last time it crossed his desk, so CSUEU will continue

ing place on our campuses. It would require management to demonstrate that using non-employee labor would truly result in a cost savings. This bill seeks to:

- save the State of California money
- bring the CSU in line with every other state agency in California, and
- preserve our CSUEU jobs

## Lobby Day

On the morning of April 12, some 60 Lobby Day participants met on the steps of the State Capitol to pose for a group photo. They then set off in teams to talk to legislators and/or legislative staff members for a record-breaking 115 meetings.

They told stories that only they could tell

in small and big ways.

Participants told our legislators how they could help by voting for passage of Assembly Bills 2386 and 2183 and by continuing to work with Gov. Brown to secure another year of full funding for the CSU.

There are never promises, but we know that our legislators heard our concerns.

"We can be proud of the strong progress we've made in recent years educating legislators about the important role of the CSU system and its staff," said Harrington. "Members are now more prepared than ever to reinforce CSUEU's relationships with legislators by making all-important regional office visits in the months to come."





From left: Bargaining Unit 7 Council Chair Rocky Sanchez, Cal Poly Pomona Chapter 319 President Deborah Campbell, Assemblymember Roger Hernandez, Jr., and aide Ben Ebbink



CSUEU members meeting with Donita Blair of Assemblymember Cheryl Brown's office



CSUEU Legislative Committee Chair Kim Harrington (right) with fellow Sacramento State members Melissa Trujillo and Lynne Koropp



Bargaining Unit 7 Council Chair Rocky Sanchez (left) and Cal Poly Pomona Chapter 319 President Deborah Campbell with Assemblymember Roger Hernandez, Jr



Russell Kilday-Hicks from San Francisco State Chapter 305 (left) was among the members who met with an aide from Assemblymember Susan Bonilla's office





Cal State L.A. and Cal Poly Pomona members meeting with Senator Ed Hernandez



Members meeting with an aide from Senator Janet Nguyen's office (standing, center)



Members meeting with Assemblymember Katcho Achadjian

# CSUEU Committee Reports

## *Governance and operations at work*

### CLASSIFICATION

At the Classification Committee's meeting last March, Lori Williams was re-elected as chair, and Matt Kay was elected to the vice-chair position.

The committee also welcomed the following new members:

- Gina Voigt, Sonoma State
- Jessica Verardi, Chico State
- Claudia Tercero, San Jose State
- Don Moreno, CSU East Bay

To bring everyone up to speed, members went over the committee's charge and assignments, which include reviewing various policy file revisions and coordinating pre-bargaining meet and confer sessions that relate to classification.

### COMMUNICATIONS

The Communications Committee has been busy working on this issue of the *University Employee*. Committee members have also produced information fliers about accomplishments of the union movement for use on chapter bulletin boards across the CSU system. The flier is adapted from a special California Labor Federation pocket card titled "What Is a Union," which is the subject of a longer article on p. 1.

With the November election approaching, the committee is now working with the Legislative Committee to produce a CSUEU Voter Endorsement card, which will be mailed out to all members. Other projects this summer include preparing the fall issue of the *University Employee*, CSUEU 2017 calendars, and starting discussions on how we can support upcoming contract bargaining in early 2017.

### FINANCE

In March, the Finance Committee made successful preparations for CSUEU's annual audit. Most chapters had submitted all required documentation by that time. The audit has since been completed with no findings, meaning each campus is operating in full compliance.

Last October, CSUEU budgeted \$80,000 for membership blitzes. As VP for Organizing Neil Jacklin explains in his column on p. 2, these membership drives have been very successful and good for union morale. The Finance Committee plans to recommend keeping them in next year's budget.

### LEGISLATIVE

On April 28 and 29, representatives from all 24 chapters traveled to Sacramento to participate in this year's successful CSUEU

Lobby Day. The annual event consisted of an intensive first day of training, focusing on educating participants on the issues, including background, talking points and proper etiquette for interaction with state legislators and their staff. The second day featured 115 legislative visits to discuss issues important to CSUEU, including a call for a \$101 million augmentation to Gov. Brown's proposed 2016-17 CSU funding, AB 2183 (CSU: Personal Service Contracts), and AB 2386, which would add a staff member to the CSU Board of Trustees.

For more details, see the Lobby Day article on p. 4.

### ORGANIZING

CSUEU chapters are on the move. Since last fall, chapter organizing teams have hit the pavement to make personal contact with all CSUEU-represented employees and recruit new members. The Organizing Committee initiated the program last October. Chapter and statewide leaders have visited work areas to encourage membership and to educate and empower represented staff. The program also serves as a system of recruiting chapter volunteers and increasing member participation. Nearly 1,200 new members have signed up since the program started. These additional members will strengthen our voice on our campuses, at the bargaining table, and with the state legislature. The program has inspired a newly found sense of unity and healthy competition among our chapters.

For more details, see Neil Jacklin's column on p. 2.

### POLICY FILE

Committee members met in February and March to draft multiple motions updating the CSUEU Policy File and Bylaws. They are also continuing to take suggestions from board members on refinement of the statewide election process. The committee hopes to finalize its draft motions this summer for the Board of Directors to consider. The new policies should be in place prior to the union's next election cycle in 2018.

At its March meeting, the committee finalized its draft motion on CSUEU's recall policy (PF 604) and will introduce this motion at the July Board of Directors meeting.

### REPRESENTATION

At its most recent meeting, the committee reviewed the status of all open meet and confers. Members proposed follow-up actions in the hope of concluding all open meet and confers in the near future.

In preparation for the first official 2017-20 contract bargaining planning meeting, members discussed their ideas on ways to gather information from membership for the next contract campaign. Those ideas included multiple surveys and also town halls to be held at chapters across the state. They also agreed that collaboration with other CSUEU committees, such as Organizing, will be vital to developing their strategic plan for member support.



# 2, 5, 7, 9, 13 & 14: Bargaining Unit News

*Items of statewide interest*

## BU 2

The Bargaining Unit 2 Council recently met to discuss issues that had been brought to them by their unit employees, including the Athletic Trainer classification.

Chair Tessy Reese announced that, as a result of the BU 2 Council's hard work in recent months, we have seen that new hires in the athletic trainer series are now properly classified. The Classification committee will assist the Council to develop a follow-up survey to monitor the athletic trainer classification and employees' working conditions.

The council also discussed the impacts of attrition on unit employees. Several campus health centers are currently understaffed due to unfilled positions of employees who have either retired or left to pursue better paying jobs outside the CSU system. The remaining staff members are seeing an increase in the complexity of patient care, as well as insufficient time for quality evaluation and treatment. This could result in potential liability as well as clinic health and safety issues.

## BU 5

At its most recent meeting, the Bargaining Unit 5 Council discussed the importance of getting involved with our statewide union committees, including Organizing, Legislative, Communication, Policy File, Finance, and Classification. Members agreed that having a presence in all aspects of the union will

help BUC5 members be better represented during contract negotiations. Several members expressed an active interest in serving on other union committees.

Chronic understaffing is an ongoing issue for this bargaining unit; the council sees very few campuses hiring new staff. Council members continue to deal with issues such as increased injuries, absenteeism, and low morale.

## BU 7

San Diego State management has determined that Bargaining Unit 7 dispatchers are now the designated personnel to view surveillance tapes. Adding this task to an already stressful workload is of great concern to the Council, which believes that the only acceptable way to handle this issue is for the campus to increase the number of dispatchers and to provide additional compensation.

"We believe that increasing the number of dispatchers will also allow them to fill in for each other during breaks and lunches, rather than depending on police officers," said BU7 Chair Rocky Sanchez. "I will continue to monitor this situation and look for a favorable resolution."

## BU 9

At their most recent meeting, Bargaining Unit Council 9 members clarified a contract question that a number of chapter stewards statewide have recently raised, dealing with exempt employees and fixed schedules. Managers are increasingly telling employees that

managers can set "core hours" of 8 a.m. to 5 p.m. This is false, and the council recommends that employees challenge such attempts as contract violations under Article 18.7.

The council also discussed the next round of contract bargaining, which starts in early 2017. VP for Representation Susan Smith has asked each bargaining unit to develop bargaining survey questions focusing on issues specific to their bargaining unit, excluding Article 20 (salary), which is already the bargaining team's top goal. Chair Rich McGee encourages BU 9 members to send their suggestions and/or contract questions to [csueu.unit9@gmail.com](mailto:csueu.unit9@gmail.com).

## BU 13 & 14

Bargaining Units 13 and 14 include approximately 30 CSUEU-represented English Language Program instructors at Cal State L.A. and CSU Monterey Bay respectively.

BU 13, whose contract expired on June 30, started bargaining for a new contract in May, meeting with management for three consecutive days, and continued bargaining in early June. Primary issues were job security and the transition this fall from a quarter-based to semester program at Cal State L.A.

Bargaining Unit 14 continues negotiating its first-ever contract. During contract talks last March and April, we presented 10 articles, and the CSU has neither countered them nor proposed any new articles. As with Unit 13, appointment and job security has been a primary issue. The most recent negotiations took place on June 28 and 29.

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